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WEEKLY
DECEMBER 25, 1943

Nursing times

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STILL THE BEST DRIED MILK
FOR INFANT FEEDING

For bottle-fed babies Ostermilk remains to this day the infant food of choice. Prepared from the best milk by a special roller-drying process, Ostermilk is readily digestible, giving a light flocculent curd in the stomach. Ostermilk is virtually sterile and therefore safe. It contains added vitamin D and iron in stated amounts. Simple dilution with water according to instructions enables the mother to prepare a feed.

Two varieties of Ostermilk are available. Ostermilk No. 1 is modified in fat and protein by the addition of lactose, and is suited to the need of the youngest babies up to the age of 3—4 months. Ostermilk No. 2 is a full cream milk food for older babies.

OSTERMILK

Ostermilk No. 1 (fat-modified) Ostermilk No. 2 (full-cream)

FERROLAC—for premature or anaemic infants or twins

Where breast feeding is inadequate for premature or anaemic infants, 'Ferrolac' infant food may be used to supplement or replace natural feeding. 'Ferrolac' contains added vitamin D and therapeutic amounts of iron (5 grains of iron and ammonium citrate in each reconstituted pint). It is a roller process dried milk, easily digestible and available in two forms. For modified 'Ferrolac,' is dried milk, the fat and protein content of which is reduced by the addition of lactose. It is intended for babies under three months of age. Full cream 'Ferrolac', a full cream milk food, is for older infants.

GLAXO LABORATORIES LTD., GREENFORD, MIDDLESEX. BYRon 3434

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Journal of the Royal College of Nursing

W. H. BAILEY & SON'S

MIDWIFERY BAGS AND CASES

BAILEY'S CELEBRATED MIDWIVES' CASE

N C.3100

Suitable and convenient for fixing to the back of a bicycle

Case Empty in Rexine £2/18/6 Carr. Pd.
Case Fitted as listed in Catalogue ... £5/7/6 „
Spare Lining 9/-

THE QUEEN'S BAG

With outside pocket and removable Washable Lining

Bag Empty ... £4/16/0 Carr. Pd.
„ Fitted as listed in Catalogue ... £8/1/0 „
Spare Lining 7/-

"PERFECTION" MIDWIFERY CASE

N.C.3115

N.C. 3115, with removable washable lining
COVERED BEST REXINE EMPTY £3/12/0 Carr. Pd.
COMPLETE WITH THE FOLLOWING FITTINGS —

2 pt. Douche Complete
Enema Syringe
10 in Enamel Iron Kidney Tray
Graduated Jug, 10 ozs.
I.R. Catheter
3 Stoppered Bottles
Enamel Iron Bowl
Soap and Nail Brush, in case
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In Rexine £6/12/0

Surgical Instruments and Appliances
Hospital and Invalid Furniture

Tel: GERRARD 3185
„ 2313

45 OXFORD STREET
2 RATHBONE PLACE

LONDON, W.1

Telegrams: "BAYLEAF LONDON"

Economy in Disinfectants

USE OF HYPOCHLORITES RECOMMENDED

In a statement on economy in the use of certain types of disinfectants in short supply the Therapeutic Requirements Committee of the Medical Research Council emphasised the necessity of selecting "those materials which are most readily available." Among the substances recommended to replace those in short supply for special purposes are "hypochlorites."

Milton, the Hypochlorite Antiseptic, has been recommended in recent medical and pharmaceutical literature or in statements by authoritative bodies for many uses including the following :—

As an antiseptic and therapeutic agent

In the Envelope Irrigation treatment of wounds, burns and ulcers.
Treatment of simple boils, carbuncles, whitlows and any septic wounds.
Treatment of mustard gas burns.

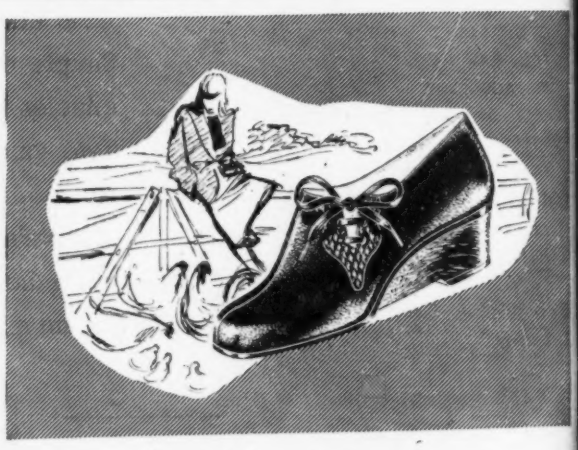
As a general sterilising agent

For the sterilisation of the new standard Jaconet, Battiste and Artificial Silk Waterproof Dressings.
For the sterilisation of non-metallic sick-room utensils and instruments.
For the emergency sterilisation of water.
For the disinfection of air in operating theatres, hospital wards, air raid shelters, offices, etc.

Details of references and information with regard to these and other uses of Milton *may be obtained from the Medical Dept., Milton Antiseptic, Ltd., John Milton House, London, N.7.*

MILTON THE STANDARD HYPOCHLORITE

Milton *is the stable brand of electrolytic sodium hypochlorite, standard strength (1%) and low alkalinity*



In the Country

Walk in comfort in Norvic shoes! Sturdy yet elegant, they owe their smartness to fine craftsmanship, scientific design and the very best available materials. The Norvic range offers a wide choice of shoes for all occasions.

Out and about with

NORVIC

Trade Mark

THE NORVIC SHOE CO., LTD., NORWICH

NOTICE TO ADVERTISERS

The attention of advertisers is drawn to the two headings under which nursing announcements are now published. Kindly state when submitting an advertisement for persons between the ages of 18 and 40 inclusive, that a permit has been obtained from the Ministry of Labour.

OFFICIAL ANNOUNCEMENTS

14/- *per inch; minimum charge* **10/-**

[CEN]TRAL MIDWIVES BOARD FOR SCOTLAND

[INT]IMATION IS HEREBY GIVEN that EX[AMI]NATIONS will be held simultaneously in [Edi]nburgh, Glasgow, Dundee and Aberdeen [(sub]ject to the number of candidates entered at each centre)

NEW RULES

[F]irst Examination	Second Examination
[Tu]esday, 7th March, 1944	Tuesday, 1st February, 1944

[LA]ST DAY FOR ENTRY—ONE MONTH BEFORE DATE OF EXAMINATION

[N].B.—Part I of the Schedule and Fee, must be [sent] to me **not later than one month before the date [of th]e Examination.**

[Sur]geons Hall, [1]8, Nicolson Street, Edinburgh, 8. DAVID THOMSON Secretary. (1359)

TRAINING & LECTURE COURSES

ROYAL COLLEGE OF NURSING

[C]ourses for trained nurses in preparation [fo]r:—

[(1]) Health visiting. Six months. Approved by the Ministry of Health.
[(2]) Industrial Nursing. Three months. Starting 5th January, 1944, in Glasgow, and 26th January, in Liverpool and London, Cardiff in June. Ministry of Labour grants available for six weeks courses. Part-time courses for nurses employed in industry.
[(3]) Nurse Teachers. One year whole-time.
[(4]) Dietetic course. Eighteen months. Whole time.
[(5]) Diploma in Nursing. University of London. Two years. Tuesdays and Thursdays.

[A]pply to the Director, Education Depart[me]nt, Royal College of Nursing, 1a, [Hen]rietta Place Cavendish Square, W.1. (177)

THE UNIVERSITY OF BIRMINGHAM AND [TH]E BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITATION CENTRE

[CE]RTIFICATE IN INDUSTRIAL NURSING

A Course of Training in Industrial Nursing [ha]s been instituted at the Birmingham [Acc]ident Hospital and the University of [Bir]mingham for a limited number of State [Re]gistered Nurses. The Course will extend [ove]r one year, and Nurses can join at the [Jan]uary, April or September terms. A Cer[tifi]cate will be awarded to approved candi[da]tes on the results of the year's work and [of] an examination.

[N]urses admitted to the Course will be [req]uired to live in the Hospital, and to [ca]rry out the duties of Staff Nurse. Salary [wil]l be in accordance with the Rushcliffe [Sca]le and the lecture fees, payable by the [ca]ndidate, amount to £15.

[T]he Course will consist of:—

1. At least fifty lectures dealing with the Medical and Social aspects of factory life.
2. Visits and demonstrations at Works and Social Centres.
3. Training in Hospital practice.
4. Attendances at Clinics concerned with ophthalmic work and skin conditions.
5. Four weeks' work within a factory.

[T]he Ministry of Labour & National Service [di]rects that:—

(a) Candidates must be 27 years of age [or] over.
(b) Candidates must be drawn from fields [of] nursing where there is a special shortage [e.]g. Midwifery.

Applications should be made to the [Ma]tron, The Accident Hospital, Birmingham, [1], from whom further particulars may be [ob]tained. (1499)

METROPOLITAN BOROUGH OF SHOREDITCH

PROBATIONER HEALTH VISITORS

Applications are invited from State [Re]gistered Nurses holding the certificate [of] the Central Midwives Board wishing to [ac]t as **Probationer Health Visitors** for a [pe]riod of one year while preparing for [th]e examination for the Health Visitor's [Ce]rtificate. Applicants must be resident or employed in the London area. A joint training scheme between the Borough Council and the Battersea Polytechnic has been approved by the Ministry of Health and the time of the persons appointed will be allocated accordingly. The salary offered is £100 per annum (out of which the persons appointed will be required to pay a tuition fee of about £8 10s. to the Battersea Polytechnic).

The appointment will be subject to a medical examination and to the provisions of the Shoreditch and Other Metropolitan Borough Councils (Superannuation) Acts 1922-37. Successful candidates must be prepared to undertake extra duties in connection with Civil Defence if called upon to do so.

Further particulars as to duties, etc., and form of application can be obtained from the Medical Officer of Health, Town Hall, Old Street, E.C.1, by whom applications must be received not later than first post on Monday, 3rd January, 1944, endorsed "Appointment of Probationer Health Visitor."

Town Hall, Old Street, E.C.1. R. CYRIL RAY, Town Clerk. December, 1943. (1496)

PUBLIC HEALTH VACANCIES

None of the advertisements below relate to a woman between 18 *and* 40, *inclusive, unless such woman* (a) *has living with her a child of hers under the age of* 14, *or* (b) *is registered under the Blind Persons Acts, or* (c) *has a Ministry of Labour permit to allow her to obtain employment by individual effort.*

CITY OF LEICESTER

HEALTH DEPARTMENT
MUNICIPAL MIDWIFERY SERVICE

Applications are invited for the post of **Municipal Midwife.** Salary according to the Midwives' Salaries Committee (Rushcliffe) Report. Preference will be given to Midwives who are State-registered Nurses.

The post is designated under the Local Government Superannuation Act, 1937.

The successful candidate will be required to live in the district to which she is allotted, and it is essential that she should ride a cycle.

Forms of application may be obtained from the undersigned, and applications with testimonials should be returned to:—

City Health Department, Grey Friars, Leicester. WILFRID CARR, Secretary. December, 1943. (1368)

COUNTY OF SOUTHAMPTON

HEALTH VISITORS

Applications are invited for the post of **Health Visitor, School Nurse and Tuberculosis Nurse** (combined appointment) on the staff of the County Medical Officer. Candidates must be fully trained Nurses, State certified Midwives and be in possession of the Certificate of the Royal Sanitary Institute.

With regard to salary, the adoption of the Rushcliffe Report is now under consideration.

Applications on forms to be obtained from the County Medical Officer, The Castle, Winchester, accompanied by copies of not more than two recent testimonials, should reach him not later than 15th January, 1944.

The Castle, Winchester. F. V. BARBER, Clerk of the County Council. 13th December, 1943. (1474)

COUNTY BOROUGH OF DUDLEY

APPOINTMENT OF HEALTH VISITOR

Applications are invited from duly qualified persons for the above appointment at a salary in accordance with the rate recommended for **Health Visitors** by the Rushcliffe Committee.

The appointment will be terminable by one month's notice on either side, and will be subject to the provisions of the Local Government and Other Officers' Superannuation Act, 1937.

Applications, stating age, experience and qualifications, together with copies of not more than three recent testimonials, should be sent to the undersigned not later than first post on 1st January, 1944.

Council House, Dudley. GEO. C. V. CANT, Town Clerk. (1481)

HEALTH VISITOR

Applications are invited for the post of **Health Visitor.** Candidates must hold the Health Visitor's Certificate of the Royal Sanitary Institute and will be required to contribute to the Superannuation Scheme.

The officer appointed will be required to devote the whole of her time to duties in connection with School Medical Services, Infant Life Protection, and Maternity and Child Welfare, and any other duties which may be prescribed by the County Medical Officer.

The salary will be according to the Rushcliffe Scale and a car allowance according to the County scale. The candidate must be able to drive a car, and possession of a car will be an advantage.

The appointment is subject to one month's notice on either side.

Forms of application can be obtained on request from the County Medical Officer, Gazeley House, Huntingdon, and should be returned not later than January 17th, 1944. (1533)

COUNTY BOROUGH OF DUDLEY

MUNICIPAL MIDWIFE

Applications are invited from State Registered Nurses who are also State Certified Midwives for the post of Municipal Midwife.

The commencing salary will be £270 per annum, rising by annual increments of £10 to a maximum of £360 per annum, together with £20 travelling allowance and free uniform and laundry.

The appointment will be terminable by one month's notice on either side, and will be subject to the provisions of the Local Government Superannuation Act, 1937.

Applications, accompanied by not more than three testimonials, should be forwarded to the undersigned not later than 1st January, 1944.

The Council House, Dudley. GEO. C. V. CANT, Town Clerk 16th December, 1943. (1500)

NORTHFLEET URBAN DISTRICT COUNCIL

HEALTH VISITOR

Applications are invited from duly qualified persons for the appointment of **Health Visitor** at a salary in accordance with the Second Report of the Nurses Salaries Committee (scale £270-£10-£360).

Applicants must be general trained and State Registered Nurses and must also either

(a) hold the Health Visitors' Certificate issued by the Royal Sanitary Institute under conditions approved by the Minister of Health; or
(b) hold the Diploma issued by the Board of Education (Health Visitors' Training) Regulations, 1919; or
(c) be on the Ministry of Health's list of approved Health Visitors.

The officer appointed will be a contributory employee for the purposes of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Applications stating age, qualifications and experience, and accompanied by copies of two recent testimonials, must be received not later than Friday, January 7th, 1944.

Canvassing, either directly or indirectly, will be a disqualification.

Council Offices, Northfleet, Kent. W. G. FUTCHER, Clerk of the Council. 18th December, 1943. (1526)

PUBLIC HEALTH VACANCIES

* *The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order*, 1943.

EAST RIDING COUNTY COUNCIL

APPOINTMENT OF SUPERVISOR OF MIDWIVES

By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order 1943, applications are invited for the appointment of a **Non-Medical Supervisor of Midwives,** who must be qualified in accordance with the Midwives (Qualifications of Supervisors) Regulations, 1937.

The regulations provide that a Non-Medical Supervisor shall be a State-registered Nurse and a State Certified Midwife who has been in active practice as a midwife for at least three years subsequent to becoming a certified midwife. Of the said period of three years at least one year shall have occurred within a period of two years prior to her first appointment as a Supervisor under the regulations, and for at least one year of such period of three years she must have been attending patients in their own homes.

The salary offered is £360 per annum, rising by annual increments of £25 to £460 per annum, together with war bonus at the rate for the time being in force (now 14s. per week), actual out-of-pocket expenses, uniform, telephone and an allowance for the use of a motor-car, towards the purchase of which the Council will be prepared to make a loan free of interest.

The appointment is an established post for the purpose of the Local Government Superannuation Act, 1937, and is subject to the successful candidate passing satisfactorily a medical examination.

Further particulars and forms of applications may be obtained from the undersigned and all applications must be forwarded so as to reach the County Medical Officer of Health, County Hall, Beverley, not later than Friday, 31st December, 1943. Canvassing will be a disqualification.

County Hall, Beverley. T. STEPHENSON, Clerk of the Council. 10th December, 1943. (1381)

STAFFORDSHIRE COUNTY NURSING ASSOCIATION

Armitage, Nr. Rugeley. District Nurse Midwife. Midwifery and General. S.R.N. preferred. Cyclist. Rushcliffe Scale Salary. F.S.S.

Relief Nurses, S.R.N., S.C.M., to relieve six adjoining districts from central position. Motorists. Rushcliffe Scale salary. F.S.S., also Emergency Nurses to serve in any part of the County.

Willenhall, nr. Wolverhampton. Whole-time **Midwife.** Cyclist. Own living arrangements.

Apply, The County Superintendent, Staffordshire County Nursing Association, 44, Wolverhampton Road, Stafford. (1253)

DERBYSHIRE COUNTY COUNCIL

HEALTH VISITORS AND SCHOOL NURSES
PERMANENT AND TEMPORARY APPOINTMENTS

Applications are invited for the above appointments.

The salary is £210 per annum, rising by annual increments of £255 per annum, plus a temporary cost of living bonus which at present is 14s. per week, together with reasonable travelling expenses.

The Health Committee at their next meeting will consider the adoption of the Rushcliffe Committee's Scale of salaries, and candidates may make their applications conditional upon its adoption.

Candidates will be required to be State-registere Nurses and possess the Health Visitor's certificate of the Royal Sanitary Institute, or to have held the post of Health Visitor under a Local Authority with the approval of the Minister of Health.

The officers appointed will be required to work under the supervision of the County Medical Officer, and to devote the whole of their time to duties in connection with maternity and child welfare, tuberculosis and school medical services, and to reside in such parts of the County as may be required. The duties do not include midwifery.

The posts will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Forms of application may be obtained from the undersigned, to whom they should be returned, completed, by not later than the first post on January 1st, 1944, together with copies of not more than three recent testimonials.

This advertisement is published ' by permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943."

County Offices, Derby. W. M. ASH, County Medical Officer. 9th December, 1943. (1364)

COUNTY OF SALOP

ORGANISER FOR CIVIL NURSING RESERVE

Applications are invited for the above appointment from fully qualified State Registered Nurses with experience of Hospital and Public Health work. Salary £310 per annum, non-resident.

The duties of the successful candidate will cover all matters affecting the Civil Nursing Reserve—interviewing and training of recruits; allocation after training; investigating complaints and enquiring into conditions of service, etc.

Forms of application can be obtained from the undersigned, to whom they should be returned as soon as possible, but not later than the morning of Monday, January 10th.

This advertisement is published by permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943.

County Health Offices, College Hill, Shrewsbury. WILLIAM TAYLOR County Medical Officer. 11th December, 1943. (1531)

HOSPITAL AND OTHER VACANCIES

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

BOROUGH OF HARROGATE
PUBLIC HEALTH DEPARTMENT
WAR-TIME DAY NURSERY

Applications are invited for the appointment of **Matron** (non-resident) from State-registered General or State-registered Children's Nurses at an inclusive salary of £250 per annum, rising by annual increments of £10 to £320 per annum. An annual deduction of £25 will be made for meals provided at the Nursery whilst on duty.

Preference will be given to applicants who have had previous experience in a Day or Residential Nursery, and such previous service will be taken into account in determining the commencing salary.

The appointment will be subject to one month's notice on either side.

Applications stating age whether married, single or widowed, qualifications and experience, to gether with one testimonial and one name as a reference, must reach the Medical Officer of Health, Public Health Department, Municipal Offices, Harrogate, not later than the 1st January, 1944.

All communications should be marked 'Wartime Nursery Matron' on the outside of the envelope.

By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943.

Municipal Offices, Harrogate. J. M. DODDS, Town Clerk. (1371)

WILTS COUNTY COUNCIL

Applications are invited for the following War-time Day Nursery posts.

CHIPPENHAM NURSERY

Matron. Candidates must be S.R.N. or R.S.C.N. and to have had recent experience with children. Salary £200 per annum (to be revised shortly) and uniform allowance.

CORSHAM NURSERY

Matron. Candidates must be S.R.N. or R.S.C.N. and to have had recent experience with children. Salary £200 per annum (to be revised shortly) and uniform allowance.

MALMESBURY NURSERY

Deputy Matron. Candidates must be Certificated Nursery Nurses and to have had recent institutional experience. Salary £160 per annum (to be revised). Uniform provided. (1501)

RESIDENTIAL WAR NURSERY

Matron, S.R.N. or S.R.C.N., required to take charge of a Residential War Nursery for 35 children from 2 to 5, on the outskirts of Northampton. Recent experience with young children essential. Salary according to scale with full board, residence, laundry and uniform allowance, plus employers' share of F.S.S.N. Write fully stating age, experience, etc., to Secretary, Waifs and Strays Society, Pinner, Middlesex. (1536)

MAIDENHEAD HOSPITAL
COMPLETE TRAINING SCHOOL
(60 beds, plus 6 E.M.S.)

Assistant Matron-Sister Tutor required, combined post, able to teach in accordance with the syllabus of the General Nursing Council. Experience in Housekeeping an advantage. Salary according to Rushcliffe Report. F.S.S. in force. Uniform provided. Apply with full particulars of training and experience with Matrons' names for reference, to the Matron, Maidenhead Hospital. (1249)

THE ST. HELENS HOSPITAL, LANCASHIRE
(185 Beds)
ASSISTANT MATRON & SISTER-TUTOR
(Combined Post)

Candidates must be State Registered Nurses, and able to teach in accordance with the Syllabus of the General Nursing Council.

Salary according to the Rushcliffe Scale, £200 p.a. Uniform provided. F.S.S. in force.

Apply, with particulars, to Matron, giving matron's name for reference. (1507)

CORNWALL MENTAL HOSPITAL

Applications in writing are invited for the post of permanent **Assistant Matron,** who must be doubly trained. The salary at present being £170 per annum plus emoluments valued at £70.

The successful candidate may have to act as **Deputy Matron** for which an extra payment will be made.

Testimonials and references should be sent immediately to the Medical Superintendent. (1240)

ESSEX EDUCATION COMMITTEE
MID-ESSEX TECHNICAL COLLEGE, CHELMSFORD

A TWO YEAR Course in **INSTITUTIONAL MANAGEMENT** for State Registered Nurses, the Syllabus of which is approved by the Royal College of Nursing, London, will commence at the above College on the 18th January, 1944.

Time for attendance: Tuesday, 2.30—7.0 p.m.

Fee: 2½ guineas per year.

Copies of the Syllabus may be obtained from Miss Z. Young, Mid-Essex Technical College, Market Road, Chelmsford, by sending a stamped addressed envelope.

Applicants for the Course should enrol not later than the 10th January, 1944.

County Offices, Chelmsford. B. E. LAWRENCE, Chief Education Officer. (110/29)

LANCASHIRE COUNTY COUNCIL

Assistant Matron required for Wolstenholme Pulmonary Hospital, Norden, Rochdale. 58 male beds. The person appointed will be in charge of the ward, and of the hospital in the absence of the matron. At this hospital modern surgical treatment is given to the patients, and the post offers good opportunity of promotion.

The hospital is on the 'bus route for Rochdale.

Salary £200 rising by annual increments of £10 to £230 per annum, plus board, lodgings, uniform and laundry, valued at £120 per annum for superannuation purposes.

Candidates must be State registered nurses and under 40 years of age. The selected candidate will be required to pass a medical examination and to contribute to the superannuation fund.

Applications with copies of two testimonials to be forwarded to the Matron, Wolstenholme Pulmonary Hospital, Norden, Rochdale.

County Offices, Preston. G. LISSANT COX, Central Tuberculosis Officer. 13th December, 1943. (1448)

BOROUGH OF WESTON-SUPER-MARE
DEPARTMENT OF PUBLIC HEALTH
ISOLATION HOSPITAL

Senior Sister, S.R.N. and R.F.N., required for Hospital of 40 beds. Able to take charge during Matron's absence. Salary and conditions according to the Rushcliffe Scale. Send for details and forms of application to the Matron, The Isolation Hospital, Drove Road, Weston-super-Mare. (1450)

COUNTY MENTAL HOSPITAL
MICKLEOVER, DERBY

Two doubly-trained **Assistant Matrons** required for day or night duty at a commencing salary of £156 rising to £176, plus £5 for C.M.B. and war bonus, at present £9 2s. 0d. per annum, together with board, quarters, attendance and uniform. Applications, giving full particulars of qualifications and experience and enclosing copies of two recent testimonials should be addressed to the Medical Superintendent. (1449)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

WARREN ROAD HOSPITAL, GUILDFORD. (Approx. 500 beds)

SISTER TUTOR. Candidates must be S.R.N. and hold Sister Tutor's Certificate. Rushcliffe salary and service conditions £230 x £10—£280 p.a. plus residential emoluments valued at £120 p.a. The position is on the Council's permanent staff. The hospital is recognised as a complete training school for general nursing.

KINGSTON COUNTY HOSPITAL. (Approx. 500 beds).
Wolverton Avenue, Kingston-on-Thames.

CASUALTY AND OUT-PATIENT DEPARTMENTAL SISTER. Candidates must be S.R.N. and have had experience in an Out-Patients' Dept. Rushcliffe salary and service conditions. £130 x £10—£180 p.a. plus residential emoluments and £20 after 10 years, plus £20 allowance. The position is on the Council's permanent staff.

Applications to the County Medical Officer, County Hall Kingston-on-Thames. (1545)

MERTON AND MORDEN COUNCIL
WAR-TIME NURSERY STAFF

Applications are invited, with the concurrence of the Ministry of Labour, for the following appointments:—

Deputy Matron. Applicants should be General Hospital or Children's Hospital trained or certificated nursery trained nurses with institutional experience. Salary, £180 a year.

Warden. Certificated teachers, preferably with nursery experience. Salary in accordance with the Burnham Scale. Uncertificated women having suitable experience of educational work with children under 5, will be considered, and the scale of salary will be £150 per annum.

Applications are invited for resident or non-resident appointments; for resident appointments a deduction of £52 a year will be made from the salary stated.

Applications, stating age, qualifications and experience, with copies of not more than three recent testimonials, should be sent to me not later than the 5th January, 1944.

Morden Hall, London, S.W.19. HARRY MAY, Clerk of the Council. (1495)

ASHFORD HOSPITAL, KENT
RECOGNISED TRAINING SCHOOL
(130 Beds)

Sister Tutor required. Must hold recognised teaching certificate. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force. Apply with particulars to the Matron. (1284)

CITY OF NOTTINGHAM
CITY ISOLATION HOSPITAL,
SISTER TUTOR HUCKNALL ROAD

Applications are invited for the above post. Applicants must be State-registered (General and Fever). Salary according to Rushcliffe Scale if certificate held, if not, to be arranged according to experience. Superannuation Scheme in force. Further particulars and application form obtainable from Matron. (1349)

THE BOLTON ROYAL INFIRMARY
(245 BEDS)

Qualified Sister Tutor required. Salary emoluments, superannuation (F.S.S.) and conditions of service in accordance with Rushcliffe scales. Residence optional. Apply Matron. (1333)

NORTH RIDING INFIRMARY, MIDDLESBROUGH
(VOLUNTARY HOSPITAL WITH 140 BEDS)
SENIOR HOME SISTER

Application are invited from State-registered Nurses, not under 35 years of age, for the position of **Senior Home Sister,** to fill a vacancy caused by the retirement of the present holder after twelve years' service.

The Nurses' Home is situated in its own grounds approximately 20 minutes walk from the hospital and accommodates 60 to 70 of the Resident Staff. Candidates must have housekeeping experience and be fully capable of domestic management. Preference will also be given to those candidates who are interested in the welfare and social altivities of the nursing and domestic staff.

Salary and conditions according to the Rushcliffe Scale. Federated Superannuation Scheme in force.

Apply giving full particulars of experience and three names for reference, together with a recent photograph, to the Matron. (1370)

MIDDLESEX COUNTY COUNCIL
MIDDLESEX COLONY, HARPER LANE, SHENLEY, NR. ST. ALBANS

Applications are invited for the following appointments:—(1) **2 Assistant Matrons** required immediately. Salary £150—£5—£170 p.a. (2) **Night Sister.** Salary £150—£5—£170 p.a. (3) **Assistant Home Sister.** Salary £120—£5—£140 p.a. (4) **Sister-in-Charge,** Infirmary Ward. Salary £120—£5—£140 p.a. All the above salaries (according to experience and capabilities) plus emoluments valued at £80 p.a. and consisting of board, lodging and uniform. A temporary addition to the basic salary at the rate of £20 p.a. will be paid pending any necessary adjustments on the adoption of the Rushcliffe Report. In addition a bonus of 17/- p.a. will be paid. Candidates must be State registered in general nursing and hold the final certificate of the Royal Medico Psychological Association or, as an alternative to this certificate, should be State-registered in mental or mental deficiency nursing. Subject to satisfactorily passing a medical examination, candidates will be placed on the established staff when it will be obligatory to contribute under the Provisions of the Asylums and Certified Institutions (Officers Pensions) Act, 1918. Applications giving particulars as to qualifications, age and experience and enclosing copies of two recent testimonials to Medical Superintendent "D" at the Colony.

C. W. RADCLIFFE, Clerk of the County Council. (952)

DERBYSHIRE ROYAL INFIRMARY, DERBY
(416 Beds)

Required, **Sister Tutor** for Preliminary Training School, with recognised Teacher's Certificate and Ward Sister's experience.

Salary according to experience within the range of the Rushcliffe scale. F.S.S.N. and H.O. Apply giving full particulars, to Matron. (1016)

BECKETT HOSPITAL & DISPENSARY, BARNSLEY

Sister Tutor required. Salary, if qualified according to the Rushcliffe scale; if unqualified, salary according to experience. Uniform provided. F.S.S. in force. Apply with full particulars to Matron. (364)

ST. ALBANS & MID HERTS. HOSPITAL
CHURCH CRESCENT, ST. ALBANS
(60 Beds)

Assistant Matron and **Sister Tutor** (combined post) required. Salary according to Rushcliffe Scale. F.S.S. in force. Apply with full particulars to Matron. (1427)

BLACKBURN AND EAST LANCASHIRE ROYAL INFIRMARY
(248 Beds)

Assistant Sister Tutor required. Candidates must be State Registered and preferably have had experience as a Ward Sister. F.S.S. in force. Salary in accordance with Rushcliffe Scale.

Applications, stating age, qualifications and experience, with names for reference, to be sent to the Matron, Royal Infirmary, Blackburn. (1534)

IPSWICH COUNTY BOROUGH COUNCIL
BOROUGH GENERAL HOSPITAL

Applications are invited for the post of **Home Sister** from State Registered Nurses other than those qualified to practise midwifery and who have so practised within the past five years and/or those who have experience in the nursing of mental and/or tuberculosis cases. The hospital is a general training school for nurses. Salary according to the Rushcliffe Scale. Housekeeping experience an advantage but not essential.

This advertisement is issued by permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders 1943.

Applications, with copies of three recent testimonials, to be made to the Matron, Borough General Hospital, Heath Road, Ipswich. (1532)

WILTS COUNTY MENTAL HOSPITAL, DEVIZES

Home Sister and **Sister Tutor** required. Candidates must be qualified in General and Mental Nursing. Salary £165 per annum, rising by increments of £5 to £190, with board, lodging, laundry and uniform valued for the purpose of the Asylum Officers' Superannuation Act, 1909, at £70 per annum. In addition to the above cash salary, a war bonus (at present 10 per cent.) is paid. Applications, accompanied by copies of recent testimonials, to be addressed to the Medical Superintendent at the above address. (1523)

WEST NORFOLK AND KING'S LYNN GENERAL HOSPITAL, KING'S LYNN

Sister Tutor-Home Sister, combined post required immediately, S.R.N. and Sister-Tutor's Certificate essential. Rushcliffe Report adopted in its entirety. F.S.S. in force. Applications, with two names for reference, to Matron. (1285)

NORTHAMPTON GENERAL HOSPITAL
(410 Beds)

Assistant Housekeeping Sister required, must be S.R.N. and have had Ward and Housekeeping experience. Resident or non-resident. Salary according to Rushcliffe scheme, commencing £140 per annum with annual emoluments and F.S.S. in force. Apply to Matron. (1199)

WEST CORNWALL HOSPITAL, PENZANCE

Wanted, **Night Sister,** S.R.N. S.C.M. Rushcliffe Scale, F.S.S.N.H.O. in force. Applications, with full details of experience and copies of testimonials, to be forwarded to the Matron. (1288)

CHIPPING NORTON & DISTRICT WAR MEMORIAL HOSPITAL
(32 Beds)

Night Sister, S.R.N., S.C.M., required. Salary according to Rushcliffe scale. Federated Superannuation Scheme. Apply Matron. (9)

SAVERNAKE HOSPITAL
MARLBOROUGH, WILTS
(100 beds)
(Affiliated to The Radcliffe Infirmary, Oxford)

Night Sister required, S.R.N. S.C.M. essential. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force. Apply with full particulars of training and experience and Matron's name for reference, to Matron. (1276)

DORCHESTER
(Voluntary Hospital, 100 Beds)

Night Sister, S.R.N., S.C.M., required. Salary within the range of the Rushcliffe scale. Federated superannuation scheme in force. Must have had experience as a Ward Sister in a training School. Apply with full particulars, to Matron. (1419)

PLYMOUTH CITY GENERAL HOSPITAL

Applications are invited for the post of **Night Superintendent** at the City Hospital, which is a complete training school for Nurses. Applicants must be State-registered Nurses and also State Certified Midwives.

Salary in accordance with the Rushcliffe scale is payable, together with full board residence and uniform. The local Government Superannuation Scheme is in force.

Applications, stating full name, age, particulars of training and experience, together with Matron's name for reference, should be made to Matron, City Hospital, Plymouth. (1321)

THE LUTON AND DUNSTABLE HOSPITAL LUTON, BEDS
(214 BEDS)

Federated Superannuation Scheme in force.

Night Sister required. S.R.N. and S.C.M and Ward Sister's experience essential. Salary and emoluments in accordance with the Rushcliffe scale.

Apply with full particulars and Matron's name for reference to the Matron.

Student Nurses required for increase in staff. Salary and emoluments according to the Rushcliffe scale. For further particulars and application forms, apply to the Matron. (1373)

LEIGH INFIRMARY, LANCS.
GENERAL HOSPITAL. (86 Beds)

Night Sister, S.R.N., S.C.M., required immediately. Salary in accordance with Rushcliffe Scale. F.S.S. in force. Apply, stating full particulars, to Matron. (1494)

CARDIFF ROYAL INFIRMARY

Junior Night Sister required. S.R.N., with good Theatre experience. Salary according to Rushcliffe Scale. F.S.S.N. in force. Uniform provided. Apply, giving full particulars of training and experience, to the Matron. (1512)

THE BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITATION CENTRE
BIRMINGHAM, 15

Vacancy for a **Second Night Sister.** Salary in accordance with the Rushcliffe scale. Applications, with details of experience, and three names for reference (one should be a Matron), should be sent to the Matron, The Accident Hospital, Birmingham, 15, from whom further information can be obtained. (1585)

SURREY COUNTY COUNCIL.

PUBLIC HEALTH DEPARTMENT

Nursing staff required:—
(Temp. for further duration of war).

ADMINISTRATIVE SISTER (Temp) at:
Redhill County Hospital Earlswood Common, Redhill.

Candidates must be S.R.N. and have had administrative experience. Rushcliffe salary and conditions. Grade £130 x £10—£180 p.a. plus residential emoluments.

WARD SISTERS at:—
Surrey County Sanatorium, Milford, Nr. Godalming
St. Helier County Hospital, Carshalton.

Candidates must be S.R.N. and have had experience as a Staff Nurse.

Rushcliffe salary grade £140 x £10—£190 p.a. plus £20 after 10 years service

St. Helier County Hospital, Carshalton.
(Also for night duty, holiday duties out-patient Dept. and Children's wards.)
Cumberland House Hospital, Whitford Gardens, Mitcham.

Candidates must be S.R.N., and have had experience as a Staff Nurse. Rushcliffe salary and conditions plus emoluments.

Grade £130 x £10—£180 p.a. plus £20 after 10 years service.

Applications for preceding appointments to the County Medical Officer, County Hall, Kingston-on-Thames.

MIDWIFERY PUPILS at:—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
(Part I training).
Epsom County Hospital, Dorking Road, Epsom
(Part II training).

Salary £65 p.a. plus emoluments. Rushcliffe conditions.

MALE MENTAL NURSES (Temporary non-resident) at:—
St. Helier County Hospital, Carshalton.
Epsom County Hospital, Dorking Road, Epsom.
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Applicants should have R.M.P.A. Certificate. Salary according to experience on grade £2 15s. 6d. x 2s.—£3 5s. 6d. p.w. plus war bonus 17s. 6d. p.w.

MALE NURSES (S.R.N.) at:—
St. Helier County Hospital, Carshalton.

Salary grade £180 x £5—£200 p.a. plus war bonus 17s. 6d. p.w. and uniform.

MALE NURSES (Uncertificated; Temp. non-res.) at:—
Dorking County Hospital, Horsham Rd., Dorking.
Warren Road Hospital, Guildford.
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
St. Helier County Hospital, Carshalton.
Cumberland House Hospital, Whitford Gardens, Mitcham.
Epsom County Hospital, Dorking Road, Epsom.

Salary £3 p.w. plus war bonus 17s. 6d. p.w.
Application forms and full particulars from the appropriate Matron. (1546)

LEICESTERSHIRE COUNTY COUNCIL

The Council invite applications for the following appointments, viz.:—

Sister (S.R.N. & S.C.M.) at Melton Mowbray Institution.

Night Sister (S.R.N. & S.C.M.), at Market Harborough Institution.

Student Assistant Nurses, at Bosworth Park Infirmary and Melton Mowbray Institution.

Salaries, sick pay allowances, etc., in accordance with the Rushcliffe Report.

These appointments will be with residential allowances and uniform will be provided during employment. The provisions of the Superannuation Act apply to all appointments.

Applications, in candidates' own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials, should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's, Leicester, forthwith. (1478)

EAST SUFFOLK & IPSWICH HOSPITAL IPSWICH

Second Night Sister required, S.R.N., S.C.M. Candidates must have held a Ward Sister's post. Salary according to the Rushcliffe Scale. Apply Matron, giving full particulars. (1509)

HULL CORPORATION HEALTH DEPARTMENT
BEVERLEY ROAD HOSPITAL

Applications are invited for a **Departmental Sister for work in Theatre.** Applicants must be State-registered Nurses and have had experience in a Hospital Theatre. Salary in accordance with Rushcliffe scale, together with usual residential emoluments and uniform.

Forms of application may be obtained from, and should be returned to, the Medical Officer of Health, Guildhall, Hull, not later than 10 a.m. on Monday, the 10th January, 1944. (1548)

ISOLATION HOSPITAL, GT. YARMOUTH

Ward Sister required (S.R.N.). Fever trained an advantage. Salary and conditions as Rushcliffe Report. Superannuation in force. (1225)

County Council of The West Riding of Yorkshire

PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments:—

WHITE ROSE COUNTY HOSPITAL, WAKEFIELD. (Approved Training School).
Ward Sister. Salary £130—£10—£180. Must be S.R.N.

COUNTY HOSPITAL, OTLEY.
Theatre Sister. Salary £145—£10—£195. Must be S.R.N. and have theatre experience.
Ward Sisters. Salary £130—£10—£180. Must be S.R.N.

MIDDLETON SANATORIUM, ILKLEY.
Ward Sister. Salary £140—£10—£190. Must be S.R.N.

CARDIGAN SANATORIUM, NEAR WAKEFIELD
Ward Sister. Salary £140—£10—£190. Must be S.R.N.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee.

The above posts are designated under the Local Government Superannuation Act, 1937

Forms of application can be obtained from the County Medical Officer, County Hall Wakefield.

By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

BERNARD KENYON,
Clerk of the County Council.

County Hall, Wakefield.
6th December, 1943. (1479)

SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

REDHILL COUNTY HOSPITAL, EARLSWOOD COMMON, REDHILL.
(approx. 300 beds)

NIGHT SUPERINTENDENT. Candidates must be S.R.N. and have had administrative experience. Rushcliffe salary and conditions. Grade £130 x £10 x —£180 p.a. plus an allowance of £40 p.a. with residential emoluments valued at £120 p.a. The position is on the Council's permanent staff.

Apply to County Medical Officer, County Hall, Kingston-on-Thames. (1544)

THE HOSPITAL FOR SICK CHILDREN
GREAT ORMOND STREET LONDON, W.C.1

Theatre Sister required. Must be S.R.N. and R.S.C.N. Salary according to Rushcliffe scale and superannuation.

Sister for Medical Out-patients required. Must be S.R.N. and R.S.C.N. Salary according to Rushcliffe scale and superannuation. Apply to the Matron. (1385)

CITY OF GLOUCESTER
CITY GENERAL HOSPITAL

Municipal Hospital of 600 beds, with a fracture A dept. and plastic surgery, jaw injury and burns unit. An entirely new Theatre block has recently been added. Applications are invited for the post of **Theatre Sister.** The appointment may be regarded either as permanent or for the duration of the war, but if the latter, marriage does not disqualify. Salary and emoluments in accordance with the recommendations of the Rushcliffe Report. Applications together with copies of two recent testimonials, and name of Matron for reference, to be sent to the Matron. (1503)

DORSET COUNTY HOSPITAL
DORCHESTER
(Voluntary Hospital. 100 Beds)

Sister required for Private Wards (9 beds). S.R.N., S.C.M. essential. Salary within the range of the "Rushcliffe" Scale. Federated superannuation scheme in force. Apply, with full particulars, to Matron. (1418)

WILTS COUNTY COUNCIL

Sister required for Harnwood Tuberculosis Hospital, with State-registered Certificate and Tuberculosis experience. Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee. The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937.

Apply stating experience and giving references to The Matron, Harnwood Tuberculosis Hospital, Salisbury.

This advertisement is published by permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement Orders, 1943). (1379)

DUMFRIES & GALLOWAY SANATORIUM
LOCHMABEN, DUMFRIESSHIRE

Sisters (Two) Ward, required. Must be S.R.N. and hold T.A. Certificate (or have good sanatoria experience). Good practical teachers of ward instruction and willing to alternate Day and Night duty. Student nurses are prepared for the Tuberculosis Association Certificate. Salary according to Taylor Report. Superannuation under L.G.B. Act, 1939.

Applications, giving all particulars, including age, religion, training and experience, should be sent immediately to the Matron. (1390)

BRIDPORT HOSPITAL, DORSET
(32 Beds)

Ward Sister required, S.R.N. and S.C.M., with theatre experience. Able to deputise in Matron's absence. Salary in accordance with the Rushcliffe scale. Federated Superannuation Scheme in force. Uniform allowance £7 p.a. Apply stating age and particulars of training and experience to the Matron. (1397)

SKIPTON & DISTRICT HOSPITAL
SKIPTON, YORKS.
(61 Beds plus 46 E.M.S.)

Relief Sister urgently required, S.R.N., S.C.M. Salary according to Rushcliffe scale. F.S.S. in force.

Apply with full particulars to Matron.

CITY OF PLYMOUTH
DIDWORTHY SANATORIUM,
SOUTH BRENT, DEVON
(Sanatorium for the treatment of Pulmonary Tuberculosis) (140 Beds)

Ward Sister required, S.R.N. Salary and conditions of service in accordance with the Rushcliffe scale, together with uniform and full residential emoluments.

The appointment will be subject to the Local Government Superannuation Act, 1937. Apply stating previous experience to the Medical Superintendent. (1224)

CONNAUGHT HOSPITAL

ORFORD ROAD, WALTHAMSTOW, E.17

Sister required for Male Surgical Ward. Fully qualified and State Registered. Apply personally or by letter to Matron. (1237)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943

MIDDLESEX COUNTY COUNCIL

Applications are invited for the following appointments, the salaries, etc., of which are governed by the appropriate REPORTS OF THE RUSHCLIFFE COMMITTEE. All posts are "resident" as defined by the Reports, except where marked *, in which case candidates may be "non-resident" if they so desire. Appointments are subject to medical examination and unless otherwise stated, are established and pensionable. Application forms and full particulars can be obtained from the **Matron D of the Hospital at which appointment is desired.**

A. APPOINTMENTS GOVERNED BY FIRST REPORT OF NURSES SALARIES COMMITTEE

QUALIFIED SISTER TUTOR

* **Clare Hall County Sanatorium, South Mimms, Mx.**—Affiliated Training School, required immediately.

QUALIFIED ASSISTANT SISTER TUTOR

* **North Middlesex County Hospital, Edmonton, N.18.** For Preliminary Training School; ward sisters experience required.
* **West Middlesex County Hospital, Isleworth, Mx.**—Two required (additional staff); S.C.M. essential.

DEPARTMENTAL SISTERS (ADMINISTRATIVE).

Ward Sisters scale, plus £20 p.a.

West Middlesex County Hospital, Isleworth, Mx.—Administrative experience preferred; established and unestablished staff required.

NIGHT SISTERS

(working under Night Superintendent).

(i) Sanatorium rate.

* **Harefield County Sanatorium, Harefield, Mx.**—T.A. certificate an advantage.

(ii) Hospital rate—

* **Central Middlesex County Hospital, Park Royal, N.W.10.**—Part I of C.M.B. certificate and experience as ward and theatre sister required.
* **Chase Farm Hospital, Enfield, Mx.**—Experience as ward and theatre sister required.
* **Hillingdon County Hospital, near Uxbridge, Mx.**—2 required; must have Part I of C.M.B. certificates and be able to instruct student nurses.
* **North Middlesex County Hospital, Edmonton, N.18.**
* **West Middlesex County Hospital, Isleworth, Mx.**

WARD SISTERS AND SISTERS

(i) Sanatorium rate—

* **Harefield County Sanatorium, Harefield, Mx.** Relief Sister required. T.A. certificate an advantage; good experience in major chest surgery, preferred, must be willing to do night duty if required.
* **Staines County Hospital, Ashford, Mx.**—Required for Tuberculosis Wards; must have T.A. certificate.

(ii) Hospital rate—

* **Central Middlesex County Hospital Park Royal, N.W.10.**—(*a*) **Children's Ward Sister** required. S.R.N. and Registered Sick Children's Nurse essential, additional £10 p.a. paid for latter qualifications. (*b*) Experienced Ward Sister for Sub-Acute Ward.
* **Harefield E.M.S. Hospital, Harefield, Mx.**—Must be willing to do night duty if required. (*a*) One Relief Sister. (*b*) One Ward Sister.
* **Hillingdon County Hospital, near Uxbridge, Mx.**—Required for acute medical ward.
* **North Middlesex County Hospital, Edmonton, N.18.**—Experienced **Children's Ward Sister** required.
* **Staines County Hospital, Ashford, Mx.**

STAFF NURSES

Candidates must be over 41 years of age.

(i) Sanatorium rate—

* **Clare Hall County Sanatorium, South Mimms Mx.**—Established and unestablished staff; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired.
  (*a*) for work in busy sanatorium theatre (chest surgery)—theatre experience essential.
  (*b*) for sanatorium wards.
* **Harefield County Sanatorium, Harefield, Mx.**—Established and unestablished staff; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired. (*a*) for thoracic theatre permanently (major chest surgery—excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (*b*) for sanatorium wards.

(ii) Hospital rate—

* **Harefield (E.M.S.) Hospital, Harefield, Mx.**—Established and unestablished staff; (*a*) for Children's Unit (S.R.N. (general) with Children's experience or S.R.N. (Sick Children) essential—additional £10 p.a. if on both General and Sick Children's parts of State Register). (*b*) for Theatre permanently (good surgical experience preferred). (*c*) for general wards.
* **Hillingdon County Hospital, near Uxbridge Mx.**—For day or night duty; (*a*) for Theatre-(*b*) for Out-Patient Department. (*c*) for general wards.

NURSES WITH T.A. CERTIFICATE

Candidates must be over 41 years of age.

* **Clare Hall County Sanatorium, South Mimms, Mx.**—Established and unestablished staff.
* **Harefield County Sanatorium, Harefield, Mx.**—Established and unestablished staff.

ASSISTANT NURSES

Candidates must be over 41 years of age. Some hospital nursing experience essential.

(i) Sanatorium rate—

* **Clare Hall County Sanatorium, South Mimms, Mx.**—Established and unestablished staff; opportunity of qualifying for T.A. certificate if desired.
* **Harefield County Sanatorium, Harefield, Mx.**—Established and unestablished staff; (*a*) for thoracic surgical unit (good surgical experience preferred; excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (*b*) for sanatorium wards. Opportunity of qualifying for T.A. certificate if desired.

(ii) Hospital rate.

* **Harefield (E.M.S.) Hospital, Harefield, Mx.**—Established and unestablished staff.
* **Hillingdon County Hospital, near Uxbridge, Mx.**

STUDENT NURSES

Candidates must be over 17 years, single girls or widows of sound health. Resident and unestablished appointments. Superannuation contributions payable by candidates over 18 years. After passing final State Examination, suitable candidates accepted for midwifery training.

TRAINING IN GENERAL NURSING

Students required at:—

Central Middlesex County Hospital, Park Royal, N.W.10.

Chase Farm Hospital, Enfield, Mx.—Vacancies for 14.2.44.

Harefield (E.M.S.) Hospital, Harefield, Mx.

Hillingdon County Hospital, near Uxbridge, Mx. Vacancies for 7-5-44.

North Middlesex County Hospital, Edmonton, N.18.

Redhill County Hospital, Edgware, Mx.

Staines County Hospital, Ashford, Mx. Vacancies for 4.1.44 and 30.3.44.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for Feb. and May, 1944.

Four year course (including three months preliminary trial period). Candidates are prepared for preliminary and final State Examinations in general nursing.

Dual Training in general and tuberculosis nursing. Students required at:—

Clare Hall County Sanatorium, South Mimms, Mx.—Affiliated Training School.— student spend two years at the sanatorium training for preliminary State Examination and Tuberculosis Association certificate. They are then transferred to one of Council's general hospitals for completion of general training in preparation for final State Examination.

Harefield County Sanatorium, Harefield, Mx.—Students spend two years in chest wards of sanatorium training for preliminary State Examination in general nursing and Tuberculosis Association certificate; last two years are spent in general wards of E.M.S. hospital, training for final State Examination.

B. APPOINTMENTS GOVERNED BY REPORT OF MIDWIVES SALARIES COMMITTEE

MIDWIFERY SISTERS

S.R.N. and S.C.M. essential.

* **Hillingdon County Hospital, near Uxbridge, Mx.**—
* **North Middlesex County Hospital, Edmonton, N.18.**—Required owing to increase in maternity accommodation; must be experienced; for day or night duty.

STAFF MIDWIVES

Candidates must be over 41 years of age.

* **Hillingdon County Hospital, near Uxbridge, Mx.**—S.R.N. and S.C.M., or S.C.M. only.
* **West Middlesex County Hospital Isleworth, Mx.**—(Replacements and additional staff.) S.R.N. and S.C.M. essential

Established and unestablished staff

MIDWIFERY TRAINING

(i) **Pupil Midwives for Part I of C.M.B. Certificate.**—State Registered Nurses accepted for six months' course of training for Part I of C.M.B. examination. Successful candidates may proceed to further six months' course for Part II in other Middlesex County Council hospitals. Unestablished staff. Required at:—

North Middlesex County Hospital, Edmonton, N.18.—Vacancies for 1.4.44. and 1-7-44.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for May and August, 1944.

(ii) **Pupil Midwives for Part II of C.M.B. Certificate.**—State Registered Nurses who hold a certificate of having passed first examination of C.M.B. accepted for training for Part II of certificate. Six months' course. Unestablished staff. Required at:—

Middlesex County Maternity Hospital, Bushey Heath, Herts.—2 vacancies for 1.1.44; and 2 for 1.2.44; application forms, etc. from Matron, Redhill County Hospital, Edgware, Mx.

II. Applications also invited for the following appointments, the salaries, etc., of which are governed by the County Council's Grading Scheme. Application forms and full particulars can be obtained from the **Matron of the hospital at which appointment is desired.**

MASSEUSES

C.S.M.M.G., M.E. and L.E.T. certificates essential. Required at:

Central Middlesex County Hospital, Park Royal, N.W.10.—Must be experienced.

Hillingdon County Hospital, Nr. Uxbridge, Mx.

North Middlesex County Hospital, Edmonton, N.18.

West Middlesex County Hospital, Isleworth, Mx.

Commencing salary £210 per annum. Annual increments not exceeding £7 10s. up to maximum of £240 per annum may be considered. Use of overalls and laundry thereof. Additional cost of living bonus paid. Appointments are non-resident, unestablished and subject to medical examination. (Candidates between 18/41 years inclusive, apply through Chartered Society of Physiotherapy (late Massage and Medical Gymnastics).

HOUSEKEEPER

Central Middlesex County Hospital, Park Royal, N.W.10.—Non-resident. Candidates must possess recognized housekeeping or domestic science certificate and have had experience in large hospital or institution. Nursing qualifications not essential. Salary £130 by annual increments to £180 per annum, with an additional non-resident cash allowance of £80 per annum, indoor uniform, laundry thereof and meals on duty. Additional cost of living bonus. Established and pensionable staff, subject to medical examination. Candidates must not be liable for national service; women between 18/41 years inclusive apply through labour exchange.

C. W. RADCLIFFE,
Clerk of the County Council. (1505)

DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18

Ward Sisters

Four **Sisters** required for General Wards Candidates must be state-registered nurses on the General Register. Salary £130-£10 £180 p.a. (1244)

VICTORIA CENTRAL HOSPITAL, WALLASEY

Ward Sister required, S.R.N., S.C.M. Salary and conditions according to Rushcliffe Scale. Apply, with full particulars of training and experience, and Matron's name for reference, to Matron. (1469)

TORBAY HOSPITAL, TORQUAY, DEVON

Sister for Aural block required early January. Must be able to take Aural Theatre. Rushcliffe Scale of salary. Apply with Matron's name for reference to Matron. (1372)

STAFFORDSHIRE COUNTY COUNCIL

SEDGLEY PUBLIC ASSISTANCE INSTITUTION AND HOSPITAL
BURTON ROAD, DUDLEY

Advertisement by permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order 1943.

Applications are invited for vacancies for **Two Ward Sisters,** S.R.N. and, preferably, S.C.M. also. Mainly for work on chronic wards—alternate day and night duty. 48 hour week. Salary according to Rushcliffe Scale. Resident officers preferred but non-resident will be considered. Separate up-to-date Nurses' Home. Apply Matron at the Hospital.

By Order,
T. H. EVANS,
Clerk of the County Council.
(1482)

COUNTY BOROUGH OF ROCHDALE

BIRCH HILL HOSPITAL

Ward Sister (Chronic Wards). Must be S.R.N. Salary scale £130-£10-£180 per annum, with emoluments valued at £100 per annum. Commencing salary will vary according to experience and service. Terms and conditions as Rushcliffe Award.

BIRCH HILL MATERNITY HOME

Ward Sister. Must be S.R.N. and S.C.M. Salary scale £150-£10-£200 per annum, with emoluments valued at £100 per annum. Commencing salary will vary according to experience and service. Terms and conditions as **Rushcliffe Award.**

Staff Midwife. Must be S.R.N. and S.C.M. Salary scale £120-£160 per annum, with emoluments valued at £90 per annum. Commencing salary will vary according to experience and service. Terms and conditions as Rushcliffe Award.

All three appointments are designated under the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Forms of application may be obtained from, and must be returned to, the Medical Officer of Health, Public Health Offices, Rochdale. (1476)

NOTTINGHAMSHIRE COUNTY COUNCIL

RANSOM SANATORIUM, NR. MANSFIELD

Ward Sisters required. Applicants must be S.R.N. Sanatorium experience an advantage but not essential. Separate Sisters' Hostel.

Salaries in accordance with the Rushcliffe Committee's Scales. Full residential emoluments provided. Forms of application should be obtained from the County Medical Officer, Shire Hall, Nottingham, and returned to the Matron. (1472)

CHESHIRE COUNTY COUNCIL

SOUTHFIELDS MATERNITY HOME, BOWDON, ALTRINCHAM

Sister required for the above Hospital of 14 beds. Trained Nurse and S.C.M. with recent maternity experience. Rushcliffe Scale salary according to service. Applications, stating age and qualifications, with copies of two recent testimonials, to be sent to the undersigned by the 6th January.

24, Nicholas Street, IAN MACKAY,
Chester. County Medical Officer of Health.
(1508)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS

Ward Sister. Candidates must be S.R.N. and have had some experience in Tuberculosis nursing. S.C.M. and T.A. Certificates an advantage. Opportunities are offered to candidate wishing to qualify for the T.A. Certificate. Modern nurses' home. Salary £140 rising by the appropriate reports of the Rushcliffe Committee. Special accommodation provided for Sisters who themselves have had to undergo sanatorium treatment and are now able to take up duties.

Forms of application can be obtained by applying to the Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (1524)

STOKE PARK COLONY

Sister required for Stoke Park Colony, Stapleton, Bristol. Must be general trained and experience with mental defectives desirable. Commencing salary £110, plus emoluments and uniform. For further particulars apply Head Matron. (1539)

DERBYSHIRE HOSPITAL FOR SICK CHILDREN, DERBY

Ward Sister, S.R.N., R.S.C.N., required for busy medical ward of 30 beds. Rushcliffe Scale of salary and Federated Superannuation Scheme in force. Apply, with matron's name for reference, to Matron. (1540)

DEWSBURY & DISTRICT GENERAL INFIRMARY, DEWSBURY

Ward Sister required for small male Medical Ward. Salary according to the Rushcliffe scale. F.S.S. in force. Apply with age, experience and names for reference, to the Matron. (1549)

SURREY COUNTY COUNCIL

BOTLEYS PARK WAR HOSPITAL, CHERTSEY

WARD SISTERS (Orthopaedic)

NIGHT SISTERS (2)

Candidates must be S.R.N., and have had experience as Staff Nurse. Rushcliffe salary scale and service conditions. £130 x £10 — £180 p.a. plus £20 after 10 years service plus full residential emoluments valued at £100 p.a.

Apply to matron. (1543)

CITY OF BIRMINGHAM
PUBLIC HEALTH DEPARTMENT
HOSPITALS SECTION
CITY HOSPITAL, REDNAL ROAD, NORTHFIELD, BIRMINGHAM
(Training School affiliated with Dudley Road Hospital)
WARD SISTERS

Candidates must be State Registered Nurses on the General Register, preferably with Tuberculosis experience. Rushcliffe Salary. Apply to the Matron, Miss Davies.

BELLY OAK HOSPITAL, BIRMINGHAM 29
STAFF MIDWIFE

Candidates must be State Registered Nurses on the General Register with S.C.M. qualification. Rushcliffe salary.

STATE REGISTERED NURSES
for one year's course

i.e., Staff Nurse in general wards—6 months. Salary £100 p.a. Pupil Midwife. Part A training—6 months. Salary £65 p.a. Uniform provided.

DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18
JUNIOR THEATRE SISTER

Candidates must be State Registered Nurses on the General Register with some experience of general Theatre work. Rushcliffe salary—Sisters' scale. (1520)

THE WANDSWORTH BOROUGH COUNCIL invites applications for appointment of **Midwifery Sisters** at the Council's Maternity Home, in Weir Road, Balham. Applicants should be S.R.N. and S.C.M.

Salary in accordance with the Rushcliffe scale and including full residential emoluments and uniform.

Applications, stating age, qualifications and training, particulars of present and former appointments, and the names of three referees, should be forwarded to me as soon as possible. Original diplomas and certificates must not be sent.

By Order,
R. H. JERMAN,
Town Clerk.
Municipal Buildings,
Wandsworth, S.W.18. (1498)

BURY INFIRMARY (LANCS)
Female Surgical Ward Sister. (20 beds.) Salary at the Rushcliffe Scale with Board, etc., and participation in F.S.S. Applications, with matron's name for reference, to be forwarded to the Matron. (1518)

There are vacancies from the beginning of February, 1944, in the Central Training Home, Edinburgh, for trained Nurses who wish to train as Queen's Nurses. Salary while undertaking training is at the rate of £70 per annum with all else provided. Nurses not holding the Certificate of the Central Midwives Board are given this training after completion of District Training and Nurses holding Part I Certificate of the Central Midwives Board for Scotland may receive District Training followed by Part II Midwifery Training provided entry to the Central Training Home is made immediately after gaining the first Certificate. Salary during Midwifery Training is at the rate of £65 per annum. Nurses holding the Health Visitor's Certificate are able to complete District Training in four months' time.

Ex-Queen's Nurses willing to re-join for work under the Queen's Institute (Scottish Branch) can be considered for vacancies.

Further particulars as to training, salaries and pension will be sent on application to the Superintendent for Scotland, 26, Castle Terrace, Edinburgh, 1. (1444)

QUEEN'S INSTITUTE OF DISTRICT NURSING

Under the exemption order granted by the Ministry of Labour, the Queen's Institute invites applications from State-registered nurses for the Queen's Roll. Salary given during district training followed by midwifery training to suitable candidates. Training homes in London, the provinces and South Wales.

For further particulars apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1. (1537)

CITY OF SHEFFIELD
LODGE MOOR HOSPITAL FOR INFECTIOUS DISEASES

Staff Nurses required, S.F.N. or S.R.N./S.F.N. Salary and conditions in accordance with the recommendations of the Rushcliffe Report.

Applications should be sent to the Matron, Lodge Moor Hospital, Sheffield, 10. (1401)

COUNTY BOROUGH OF WEST BROMWICH
PUBLIC HEALTH DEPARTMENT
HALLAM HOSPITAL

A few unexpected vacancies occur for **General Trained S.R. Nurses** to take 6 months' training for the first examination of C.M.B., commencing 1st January, 1944.

Salary in accordance with the Rushcliffe scale. Applications to Matron. (1369)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943.

London County Council

Sanatoria and Special Hospitals for Diseases of the Chest

There are vacancies in the Council's sanatoria and special hospitals for candidates wishing to take a 4¼ years' course of affiliated training in tuberculosis and general nursing. Candidates are accepted for two years' training at the sanatorium or special hospital and are prepared for the State preliminary examination of the General Nursing Council followed by two-and-a-quarter years at one of the London County Council's general hospitals in training for the Final State examination in general nursing.

Lectures and classes by the Council's specialists in tuberculosis and by the resident sister tutor.

Candidates accepted will be placed on the Rushcliffe scale of salaries as follows :—

1st year, £45 ; 2nd year, £50 ; 3rd year £50 ;
4th and 5th years, £60 (before State Registration)
£70 (after State Registration)

Full residential emoluments.

Applications to be sent to the Matrons of :—

Pinewood Sanatorium, Wokingham, Berks.
Highwood Hospital, Brentwood, Essex.
King George V Sanatorium, Godalming, Surrey.
Colindale Hospital, Hendon, N.W.9.
Grove Park Hospital, Lee, S.E. 12, or to the
Acting Matron-in-Chief, Public Health Department, County Hall, S.E.1. (110/22)

CITY OF LEICESTER
ISOLATION HOSPITAL & SANATORIUM

General-trained **Staff Nurses** required for one year's training for the General Nursing Council's Examinations in Fevers. Resident Sister-Tutor. Modern Nurses' Home. Weekly day off.

Salary in accordance with the recommendations of the Rushcliffe Report.

Forms of application may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester.

City Health Dept.,
Grey Friars.
Leicester.
WILFRED CARR,
Secretary.
(1473)

MUNICIPAL MATERNITY HOME
NELSON, LANCS.
(10 Beds)

Applications are invited for a **Staff Midwife** at a salary in accordance with the Rushcliffe Scale.

Applications, with references, to be sent as soon as possible, to the Medical Officer of Health, Public Health Department, 21, Carr Road, Nelson. (1464)

LANCASHIRE COUNTY COUNCIL.

VACANCIES FOR NURSING STAFF

Applications are invited for the following appointments, the rates of pay of which are in accordance with the First Report of the Rushcliffe Committee. The appointments are subject to medical examination and are superannuable. Applicants for posts of Staff Nurse and higher grade must be State Registered.

Applicants for Midwifery Posts must be State Certified Midwives and also State Registered Nurses. Emoluments (board, residence and uniform, etc.) are additional to the annual salaries stated. Any previous service in the particular grade either at a Voluntary Hospital or a Local Authority Hospital will rank for service on the salary scale.

COUNTY HOSPITAL, WHISTON, PRESCOT, NR. LIVERPOOL

Assistant Sister Tutor, Applicants must be State-registered Nurses and possess the Sister Tutor Certificate or Diploma in nursing, experience as a Ward Sister is essential Salary—£200 by £10 to £250 per annum.

Junior Night Sister. Applicants must have had practical experience as a Theatre Sister. Salary—£130 by £10 to £180 per annum.

12 Pupil Midwives (Part I Training). Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training. Salary, S.R.N. £65.

Not S.R.N., First year, £40 ; second year and until passing first examination, £45. During second period of training £60 per annum

Full particulars from the **Matron, County Hospital, Whiston, Prescot.**

MOORLANDS INFIRMARY, RAWTENSTALL
Maternity Sister Tutor

The above Infirmary is recognised for the training of pupil midwives under Part II of the new Section "B" of the rules of the Central Midwives Board. Applicants must be State Certified Midwives and also State Registered nurses and must possess the Midwife Teacher's Certificate.

Salary— £230 by £10 to £280 per annum.

Forms of application from the **County Medical Officer of Health, Hospital and Medical Department, County Offices, Preston.**

Two Ward Sisters. (Must be S.C.M.)

Salary—£140 by £10 to £190.

10 Student Nurses—aged 18 years and over.

Salary—First year £40 ; second year, £45; Third year, £50; Fourth year, £60 per annum.

Full particulars from the **Area Public Assistance Officer, Moorlands, Rawtenstall.**

JERICHO HOSPITAL, BURY

Ward Sister. Salary £130 by £10 to £180.

14 Student Nurses. Aged 18 years and over.

Salary: First year £40, second year £45, third year £50, fourth year £60.

Full particulars from the **Area Public Assistance Officer, Parsons Lane, Bury.**

LEIGH INSTITUTION, LEIGH ROAD, LEIGH

Ward Sister. (Must be S.C.M.)

Salary: £140 by £10 to £190 per annum.

Full particulars from the **Area Public Assistance Officer, Leigh Road, Leigh.**

GREEN LANE INSTITUTION, PATRICROFT MANCHESTER

Ward Sister.

Salary: £130 by £10 to £180 per annum.

Full particulars from the **Area Public Assistance Officer, Green Lane, Patricroft, Nr. Manchester.**

LAKE HOSPITAL, ASHTON-UNDER-LYNE
17 Pupil Midwives (Part I Training).

Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Salary—S.R.N., £65 per annum.

Full particulars from the **Area Public Assistance Officer, St. Michael's Square, Ashton-under-Lyne.**

GEORGE ETHERTON,
Clerk of the County Council.
County Offices, Preston.
17th December 1943., (1519)

KEIGHLEY AND DISTRICT VICTORIA HOSPITAL, KEIGHLEY, YORKSHIRE (WEST RIDING)
(146 Beds)

There are vacancies for **5 Staff Nurses** with the following qualifications:—

1—S.R.N. for Casualty and Out-patient Dept.

2—S.R.N. for Operating Theatre.

1—S.R.N. and Part A Midwifery Certificate for Small Maternity Ward.

1—S.R.N. and Part A Midwifery Certificate for gynaecological and abnormal midwifery ward.

The Rushcliffe Scale is in force. Please apply, with full particulars, to the Matron. (1516)

HOSPITAL AND OTHER VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts, or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

GLOUCESTERSHIRE COUNTY COUNCIL

The Gloucestershire County Council is establishing a Maternity Home of 12 beds at Wendover House, Downend, Bristol. Applications are invited for the following appointment :—

Matron—S.R.N. and S.C.M. Salary £210, rising by annual increments of £10 to £270.

Emoluments will be in accordance with the recommendations of the Rushcliffe Committee, and an annual allowance for uniform will be made.

The appointment will be subject to the provisions of the Local Government and other Officers' Superannuation Act, 1937, and to a satisfactory report after medical examination by the Council's Medical Adviser.

Applications, giving full details of training and experience, together with copies of two recent testimonials, should be sent not later than the 30th December, 1943, to the County Medical Officer of Health, 18, Berkeley Street, Gloucester.

Shire Hall,
Gloucester.
GUY H. DAVIS,
Clerk of the County Council.
(1361)

BOROUGH AND COUNTY OF THE TOWN OF POOLE
INFECTIOUS DISEASES HOSPITAL
(ALDERNEY HOSPITAL)

Applications are invited for the position of **Matron** of the Borough Infectious Diseases Hospital. The Hospital is in the Rushcliffe "55-99 beds" group, (80 beds, of which 48 are cubicle beds). The appointment is subject to the Local Government Superannuation Act, 1937.

The salary, emoluments, and conditions of service will be in accordance with the recommendations of the Rushcliffe Committee. Applications, stating age, qualifications, experience, etc. (accompanied by three recent testimonials) should be sent to the Medical Officer of Health, Municipal Buildings, Poole not later than Tuesday 28th December, 1943.

WILSON KENYON,
Town Clerk.
Poole.
9/12/43. (1375)

BOROUGH OF SWINDON
MATRON — ISOLATION HOSPITAL

Applications are invited for the post of **Matron** at the Swindon Isolation Hospital, Gorse Hill, Swindon (84 beds). Salary will be in accordance with the Rushcliffe scale, viz. £220 per annum rising by annual increments of £20 to £300 per annum, with emoluments valued for Superannuation purposes at £150 per annum. The commencing salary will depend upon experience and qualifications. An additional sum of £25 per annum will be paid for duties associated with the Venereal Diseases Clinic.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Application forms, together with further particulars, can be obtained from the Medical Officer of Health, Civic Offices, Swindon, and should be returned to the undersigned not later than the first post on Saturday, 8th January, 1944.

Civic Offices,
Swindon, Wilts.
D. MURRAY JOHN,
Town Clerk.
10th December, 1943. (1405)

Dietitian, fully qualified with practical experience required at large London Hospital with up to date kitchen. Salary according to experience. Write Box 395, c/o Streets, 6 Serle Street, W.C.2. (1547)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

NORTH RIDING COUNTY COUNCIL
OAK MOUNT RESIDENTIAL NURSERY

Applications are invited for the appointment of **Matron** of the Oak Mount Residential Nursery, Norththallerton, which has accommodation for 30 children. The appointment is a permanent one and will be subject to the provisions of the Local Government Superannuation Act, 1937.

Applicants must be State Registered Nurses or Nurses on the supplementary part of the State Register for Sick Children's Nurses, and preference will be given to those who, in addition, have received training in a recognised training college.

The salary will be in accordance with the Rushcliffe Scales, namely, £150 per annum, or more, according to experience rising by annual increments of £10 to £220 per annum plus emoluments valued at £100 per annum.

Applications, stating age, qualifications, experience, and accompanied by copies of at least two recent testimonials, must be sent to me not later than the 7th January, 1944.

County Hall, Northallerton. HUBERT G. THORNLEY, Clerk of the County Council.
13th December, 1943. (1452)

REPTON JOINT HOSPITAL BOARD

The Board invite applications for an **Assistant Matron** at the Isolation Hospital, Etwall — 49 beds. Salary and emoluments in accordance with the Rushcliffe scale.

Applications, stating age, qualifications and experience, together with copies of three testimonials, to be forwarded to the undersigned not later than the 27th December.

F. BAILEY, Clerk to the Board.
The Poplars, Rolleston Road, Burton-on-Trent.
December 7th, 1943. (1352)

COUNTY BOROUGH OF BURNLEY
BANK HALL MATERNITY HOSPITAL
(36 Beds)

Wanted, **Assistant Matron.** Rushcliffe salary and conditions of service are applicable. The Hospital is a first period Training School. Apply to Matron, from whom full particulars may be obtained. (1408)

WARNEFORD HOSPITAL, OXFORD

Assistant Matron (Ward Sister) required for the above Hospital for Mental Disorders. Duties would be both clinical and administrative, and candidates, who should be doubly qualified, should be able and willing to assist in the teaching of nurses. Commencing salary £140 per annum, or more according to experience, with full emoluments. Apply before 31st December to the Physician Superintendent. (1360)

CITY OF LANCASTER
WAR-TIME NURSERY

Applications are invited for the post of **Deputy Matron** for the Willow Lane War-Time Nursery, Lancaster (51 beds).

Applicants must be State Registered General and Children's Nurses (immobile), or Certificated Nursery Nurses with special administrative experience.

The salary payable will be in accordance with the Rushcliffe Scale for trained nurses or the scale of the Ministry of Health for Certificated Nursery Nurses. At present the post is non-residential.

Further particulars may be obtained from the undersigned and applications should be forwarded on or before 10th January, 1944.

Medical Officer's Dept., Thurnham Street, Lancaster. E. HUGHES, Medical Officer of Health
17th December, 1943. (1542)

WEST SUFFOLK GENERAL HOSPITAL
BURY ST. EDMUND'S
(435 BEDS, 141 CIVILIAN)

Sister Tutor required. Teaching experience essential.

Salary according to Rushcliffe Scale, Superannuation Scheme in force.

Apply with details of training and experience to Matron. (1358)

QUEEN ELIZABETH HOSPITAL FOR CHILDREN
COUNTRY BRANCH (40 Beds)
ASHENDENE, BAYFORD, NR. HERTFORD

Night Sister required, S.R.N., R.S.C.N. Rushcliffe Scale. F.S.S. Apply to the Matron at this branch. (1462)

STROUD GENERAL HOSPITAL
STROUD, GLOS.

Junior Night Sister required. Salary according to the Rushcliffe Scale. Uniform provided. Superannuation Scheme available. Apply with full particulars to Matron. (1487)

CAENARVONSHIRE AND ANGLESEY INFIRMARY, BANGOR

Night Sister required. Must have had Ward Sister's post. Salary according to Rushcliffe Scale. F.S.S. in force.
Apply Matron. (1510)

CHELMSFORD & ESSEX HOSPITAL

Sister required for male medical ward. Salary according to Rushcliffe Report. Superannuation Scheme in force. Uniform provided. Apply Matron. (1347)

CITY AND COUNTY OF NEWCASTLE-UPON-TYNE
CITY HOSPITAL FOR INFECTIOUS DISEASES
(338 Beds)

Ward Sisters required. Must be general and fever trained. Salary £140 per annum, rising by annual increments of £10 to £190 per annum, together with the usual residential emoluments valued at £100 per annum. The appointments will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass the necessary medical examination.

Applications, stating age, and particulars of training and experience, to be forwarded to the Matron, City Hospital for Infectious Diseases, Walker Gate, Newcastle-upon-Tyne, 6. (1502)

CONNAUGHT HOSPITAL

ORFORD ROAD, WALTHAMSTOW, E.17
Resident Masseuse required for the Massage Electro-Therapeutic Clinic. Must be fully qualified. Apply personally or by letter to Matron. (1236)

TORBAY HOSPITAL, TORQUAY, DEVON

Housekeeping Pupil Sister required middle of February. Age over 40. Honorarium £1 per month. Apply, with matron's name for reference, to Matron. (1486)

CHESTER ROYAL INFIRMARY

Housekeeping Pupil required for January. 4 months' course, not less than 40 years of age and must have held a Ward Sister's post. Applications with copies of recent testimonials, to the Matron. (1445)

BOUNDARY PARK GENERAL HOSPITAL, OLDHAM
(430 Beds)
RADIOGRAPHER REQUIRED

Applications are invited from fully qualified **Female Radiographers** for the post of Radiographer at this hospital (non-resident). Candidates should be M.S.R. Salary, £240 rising by annual increments to £262 10s. 0d. plus bonus.

The position is subject to the provisions of the Local Government Superannuation Act, 1937, and new entrants to the Corporation should be under 45 years. Successful candidates will be required to pass a Medical Examination. Applications, together with names for references, to be addressed to the Medical Superintendent. (1447)

THE WILLESDEN GENERAL HOSPITAL
HARLESDEN ROAD, N.W.10

Housekeeping Pupil required April 1st. Must have held Ward Sister's post. Age over 41. Six months' course of training. Honorarium £15. Apply Matron. (1367)

WEST SUSSEX COUNTY COUNCIL
ST. RICHARD'S HOSPITAL

Staff Midwives required. S.C.M. essential, S.R.N. an advantage. Salary in accordance with Rushcliffe Scale. Apply, giving details of qualifications, experience, etc. to Matron, St. Richard's Hospital, Chichester.

T. C. HAYWARD, Clerk of the County Council.
13. 12. '43. (1442)

THE WANDSWORTH BOROUGH COUNCIL

invites applications for appointment of **Staff Midwives** at its Maternity Home in Weir Road, Balham.

Salary in accordance with the Rushcliffe scale and including full residential emoluments and uniform.

Applications, stating age, qualifications and training particulars of present and former appointments, and the names of three referees should be forwarded to me as soon as possible. Original diplomas and certificates must not be sent.

By Order,
Municipal Buildings, Wandsworth, S.W.18. R. H. JERMAN, TownClerk. (1406)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943.

CITY OF MANCHESTER
PUBLIC HEALTH DEPARTMENT
VACANCIES FOR NURSING STAFF AT MUNICIPAL HOSPITALS

Applications are to be made to matrons of hospitals or institutions concerned. Manchester Corporation Superannuation Scheme. Medical examination. Applicants for post of Staff Nurse and higher grades must be State registered. Emoluments for all resident appointments consist of board, residence, laundry, uniform etc.

Salaries etc. in accordance with the recommendations of the Report of the Rushcliffe Committee except where specifically stated.

CRUMPSALL HOSPITAL (Adult general, 1400 beds) Manchester, 8 (Complete training school)

***Ward Sister.**
Staff Nurses.
Assistant Nurses (non-resident) for chronic sick ward.

WITHINGTON HOSPITAL (Adult general 1150 beds) Manchester,20. (Complete Training school)

Staff Nurses.
Assistant Nurses. (resident or non-resident).
***Student Nurses** aged 18 years and over (two months in preliminary school).
***Midwifery Training.** Vacancies exist for State-registered nurses to take Part I midwifery training. The course is of six months' duration. Midwives Salaries Committee cash salary rate of £65 per annum.

BOOTH HALL HOSPITAL for sick children (760 beds) Blackley, Manchester 9. (training school for nurses).

Staff Nurses. There are vacancies for Staff Nurses who must hold the State Certificate for Sick Children's Nursing. Applicants who are also on the State Register for general training are appointed as Staff Nurses with a view to becoming Ward Sisters on proving suitable, as vacancies occur.

Nurses on the General State Register. A two years course is given to qualify for the Sick Children's Register, starting at second year status and salary of £70; second year £80.

MONSALL HOSPITAL (Infectious diseases 600 beds) Newton Heath, Manchester, 10 (Training school for General Nursing Council's Certificate)

***Night Sister.** General and fever trained.
***Ward Sisters.** General and fever trained.
Staff Nurses. Fever trained.

General Trained Nurses. for one year's training for the G.N.C's certificate in fever nursing. (Rushcliffe cash salary, rate of £90 per annum)

***Student Nurses.** Aged 17½ to 25 years. For two years' training for G.N.C's certificate in fever nursing.

ABERGELE SANATORIUM (202 beds) Abergele, North Wales.
(Opportunity afforded for S.R. nurses to take Tuberculosis Association examination if desired).

Staff Nurses. S.R.N. or T.A. certificate.

***Student Nurses.** Training given for the certificate of the Tuberculosis Association (Affiliated training school) Illustrated brochure from Matron.

BAGULEY SANATORIUM (421 beds), near Altrincham, Cheshire. (All candidates must have sound health).

***Senior Ward Sister** (Will undertake deputy night sister's duties as required). S.R.N. and T.A. Certificate.
***Ward Sisters.** General trained.

Assistant Sisters. General trained. State registered.

Staff Nurses. Must have T.A. Certificate

Assistant Nurses with two years' nursing experience.

***Student (Probationer) Nurses.** Aged 18 years and over. Training given for the certificate of the Tuberculosis Association. (Affiliated training school).

DR. GARRETT MEMORIAL HOME (convalescent children, 150 beds), Morfa Drive, Conway, North Wales.

Staff Nurse. R.S.C.N. or S.R.N. with children's experience.

Assistant Nurse with children's experience.

Certificates giving permission for the publication of the advertisements marked* have been issued by the Ministry of Labour.

17th December, 1943. (110/17)

ILFORD COUNCIL MATERNITY HOME
APPOINTMENT OF STAFF MIDWIVES

Salaries: (Rushcliffe Committee Scale). S.C.M. who are also S.R.N., £120 per annum, rising by annual increments of £10 per annum to £160 per annum; S.C.M. £100 per annum, rising by annual increments of £10 per annum to £150 per anum. Uniform is provided.

Appointment subject to provisions of Local Government Superannuation Act, 1937; to Council's Sickness Regulations and to medical examination by the Medical Officer of Health.

Applicants must be willing to do night duty when required and to assist in the training of pupil midwives. £1 per week holiday board allowance paid.

Applications in writing giving experience qualifications, age and full particulars of training to be made to the Medical Officer of Health, Public Health Offices, Ilford. (502)

MIDDLESEX COUNTY COUNCIL requires the following staff at ENFIELD HOUSE, 19, Chase Side Crescent, Enfield:—(1) **Ward Sisters,** S.R.N., resident or non-resident C.M.B. an advantage. (2) **Assistant Nurses,** non-resident, over 41 years of age. Salary and conditions in accordance with the Rushcliffe Report. Unestablished staff. Apply to Matron "D," for post desired, giving full particulars. (1421)

BERKS COUNTY COUNCIL
VACANT APPOINTMENTS

Applications are invited for the following appointments:—

Staff Midwife. For Windsor Institution.

Sisters. S.R.N., S.C.M. for Maidenhead, Newbury, Wallingford, Windsor and Wokingham Institutions.

Trained Nurse, S.R.N., for Wallingford Institution.

Assistant Nurses for Bradfield, Maidenhead, Newbury, Wallingford, Wantage, and Wokingham Institutions.

Salaries for the above posts are paid in accordance with the Rushcliffe recommendations which have been adopted by the Council.

Female Attendants for Bradfield and Easthampstead Institutions. Salary £65—£5—£75 plus bonus £18 4s. 0d. per annum.

Children's Attendants for Bracknell and Wallingford Children's Homes. Salary £65—£2 10s.—£75 plus bonus £18 4s. 0d. per annum.

JOINT APPOINTMENTS
EASTHAMPSTEAD INSTITUTION

Male Attendant. Wage £3 per week rising to a maximum of £3 7s. 6d. per week plus bonus of 17/6 per week.

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CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE X

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JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XXXIX. No. 2017 SATURDAY, DECEMBER 25, 1943

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

A Revolutionary Report

THE Royal College of Nursing Reconstruction Committee has issued this week two further sections of its report. These deal respectively with the education and training of the nurse and with nursing recruitment. They are published together under a foreword by the chairman, Lord Horder, because the satisfactory solution of the first will to a large extent resolve the second. If education and training are established on sound lines the problem of recruitment will largely, if not completely, disappear.

What, broadly, does the Horder Reconstruction Committee recommend? After careful study of various schemes of training and nurse education *it stresses first and foremost that the essential to success is a greater emphasis on the student status of the student nurse.* She must be regarded as a professional trainee, not as an employee: her work must be planned not in response to the needs of the patients for nursing care, but in view of what is necessary to make her a knowledgeable and skilled technical worker capable of giving nursing care of every kind, to patients of every type. She must receive instruction on a large range of subjects; she must have the opportunity to absorb the knowledge and grasp its application: she must have the opportunity to study the social conditions associated with ill health and take a foremost place in the team of workers who teach the way to positive health and make it possible for every citizen: she must have the opportunity to become a skilled craftsman in one of the most important and delicate arts which the world demands of women—the care of the bodies and minds of sick men, women and children.

Unless this axiom of the student status is accepted there is little hope that the suggestions on education and training will materialize; if it is accepted, it means that the boards of management of all hospitals—voluntary and municipal—have got to look upon the training of nurses in a new light. *They have got to look upon themselves as educationalists responsible for a sound educational programme* and must not merely run a school of nurse-training as a means of obtaining the nursing care, and even the domestic labour, necessary for the satisfactory running of their hospital. Some committees have recognized their educational responsibilities and taken them very seriously: many have done just as little as was compatible with maintaining some sort of nursing staff to attend to the patients: none have gone to the expense which this report asks them to undertake to ensure a supply of well-trained nurses and a sufficiency of suitable candidates, anxious to avail themselves of an educational opportunity which will fit them to become valuable citizens, contributing to the common good by their work while they practise their profession in any of its numerous fields, good wives and good mothers if they marry, and useful members of the community even when they retire.

For the report asks them to adopt a wider basic training on the 'block system'—a system in which, after a preliminary training period of about 12 weeks, the student nurse has alternating periods of practical ward work and theoretical instruction, so that she is never asked to study new material and absorb fresh ideas when her mind and body are already jaded by a day or night of practical ward work, but can, like the medical student, give her whole mind to either the theoretical or the practical side of her nursing education.

The idea may startle many members of the hospital boards of management, as well as many laymen, for the scheme has been but little practised here, though it has been used abroad. It has, however, been used at University College Hospital where it has proved most satisfactory, and has the whole-hearted approval of everyone: the staff of medical lecturers appreciates the greater alertness, interest and concentration of their audiences: the sister tutors can assure that the student nurses get practical knowledge of the theoretical subjects as they are studying them by attendance in various wards and departments: the ward sisters and staff nurses do not find their wards suddenly short of nursing staff because an honorary's lecture is in progress: the student nurses themselves no longer sit through lectures wondering if someone will remember the injection due at 6 p.m., or trying to keep awake after a spell of night duty.

By a wider basic training, the committee envisages a training which will include experience not only in surgical and medical nursing but in the care of children, maternity cases, mental patients, infectious and tuberculosis patients for every nurse. Such a training would be given either in a hospital centre containing blocks for every type of physical and mental illness—the ideal for the future, a large hospital linked to one or two smaller special hospitals, or a number of small hospitals affiliated with one another to provide together experience of every kind.

The Committee is certain that the scheme will be as successful as the already-approved preliminary training school in reducing the strain, improving the educational aspect of the nurses' training, and producing a higher standard of nursing work: it therefore asks hospitals to accept it, but it does not expect them to carry the whole expense of the educational programme. The committee feels that *the nation should make a financial contribution to the education of its nurses* as it does to the education of teachers, doctors and other professional workers by the financial help it gives them through the University Grants Committee. *In fact, everything hinges on the acceptance of this principle.* Without it the student status of the student nurse

A PRAYER FOR A HOSPITAL WARD

O God, our Father, whose nature we understand best when we think of Jesus of Nazareth, we commit our lives into Thy loving care. Grant us speedily, if it may be, health of body, mind and spirit, but if we must suffer yet a while longer, give us courage, patience and a quiet mind. Watch over our dear ones, and so link them with us in the fellowship of prayer that all our loneliness may be lost in the sense of Thy love which enfolds both them and us. Grant us cheerfulness and goodwill towards others, and help us so to love and trust Thee that we may have the assurance that all things work together for good at last. Through Jesus Christ our Lord. Amen.

By the Rev. Leslie D. Weatherhead, M.A., of the City Temple.

will remain more of a myth than a reality: the student nurse will remain an employee and a source of cheap labour whatever we call her.

Have we any right, any reason to expect this support from the Government? Nurses feel that they have the right because of the national importance of the preventive and curative work they carry out. In fact, the Athlone Committee or, to give it its full title, the Inter-Departmental Committee on Nursing Services, in its interim report, published in December, 1938, made strong recommendations that such grants be made—grants to nurse training schools for nursing education, as distinct from grants to hospitals to enable them to increase salaries. The Government accepted the report without reservation. It has already implemented the recommendation that it gives grants to assist in the acceptance of the Rushcliffe Salary Scales. It has not yet acknowledged financially the valuable work which the hospitals do in providing the country with trained nurses, and this practical acknowledgement of a real debt which the country owes to the hospitals, and which the student nurse now pays, is essential to progress. Only when the country relieves the student nurse of part of the cost of her education can that education become what it ought to be—an education which will attract large numbers of women who want to do work which is worth while, is a form of social service, and yields very high returns in human health and therefore in human happiness.

The committee suggests that the nurse shall contribute her share to the extra expense. It suggests that she shall no longer be paid during training, but shall pay for it—a step which Canada took many years ago with most successful results on recruitment; for the money saved in salaries permitted wide improvements in the system of training. Here, we feel free places and free places with maintenance grants equal to the present salary scale, if necessary, should be available for promising candidates who cannot afford the fees.

The committee does not ask for education grants to all training schools which now exist. It realizes that some of these are unsuitable in themselves to give the wide experience which every trained nurse ought to have: the number of beds is insufficient to give that variety of work essential to proper training and this sets up a vicious circle because such hospitals only attract a poorer type of candidate. They should either become merely a unit in a group scheme of training or be staffed solely by trained nurses and enrolled assistant nurses.

The committee envisages that, with the possible regionalisation of hospital services, the grouping together of small units will be practical and will enable use to be made of all suitable material. The units which go to form a group should contain medical, surgical, children's, gynaecological, obstetric, infectious, tuberculosis and mental wards so that students may have experience in the handling of patients of every kind and have the right to call themselves 'general trained' nurses.

The Committee hopes that, in the future, fever hospitals and sanatoria may be able to staff their wards entirely with nurses taking post-certificate courses in these subjects, together with visiting nurses taking their general training, trained nurses and domestic staff, but they feel, that both in children's nursing and mental nursing for the present, at least, there should be special registers, though these hospitals will also be asked to co-operate and give specific experience for a short period to every general trained nurse who cannot get that training in her parent school: they should also receive general trained nurses for post-certificate training and State-registration in these special fields of work.

The Committee also makes interesting suggestions concerning the General Nursing Council. It considers that, to carry out satisfactorily its work as an educational and examining body, it needs to be enlarged and strengthened—especially by the inclusion of more persons actively engaged in education, in the universities, the schools and in the hospitals themselves. A council of 50 instead of 25 is envisaged. The Committee feels that, if the State is to give the financial aid to the training schools which the Athlone Committee asked for, there should be regular inspection by a full-time paid inspectorate to ensure that the teaching is adequate and that the nurses' education and training are of a uniformly high standard.

It also suggests that State-registration be the only qualification for the mental nurse that the examination of the Royal Medico-Psychological Association be abolished, but that the mental nursing committee of the General Nursing Council shall be strengthened and contain a majority of nurses with mental training, engaged in work in mental hospitals or departments of hospitals.

These are only a few of the major recommendations on education and training. The summary of the recommendations of both reports will be found in full on pages 950 to 953. In the recruitment section the extension of pre-nursing courses, associated with the raising of the school leaving age, the extension of higher education and vocational training, and the compulsory continuous part-time education for all up to the age of eighteen will, the Committee hopes, largely solve the problem, when the training is satisfactorily reorganized and conditions and hours of work are thoroughly modernized. The committee also stresses the importance of good advice when girls first make enquiries concerning nursing as a career—such advice as the Nursing Recruitment Centre has given to candidates now for three years and which headmistresses wish was available for girls entering other professions and occupations. We shall return to this matter again.

The full report will be obtainable from the Royal College of Nursing at an early date, but supplies are unfortunately limited for the moment by shortage of paper.

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MANNEQUIN PARADE at the BOARD OF TRADE

Preparing for Santa Claus. Right : *at a war nursery in South Shields, children listen to a Christmas story.* Left : *at the Duchess of York's Hospital for Babies, Burnage, nurses with some of the toys they are making*

Topical Notes

Publicity Paying

THE *American Journal of Nursing* for October is full of interesting news about the campaign to recruit 65,000 student nurses during the year 1943-44. The publicity campaign and the benefits offered by the United States Cadet Nurse Corps have produced enquiries reaching ' flood proportions '. Letters to the National Nursing Council for War Service totalled 42,612 in August alone, compared with less than 100,000 in the whole of the preceding year. Hundreds of the applicants are finding ' classes ' already full and Dr. Thomas Parran, Surgeon General, United States Public Health Service, has sent a telegram to all the training schools taking cadet entrants, asking them to accept the greatest possible number of students. ' Make your utmost effort to admit more than you propose ', he urges. In this country all the larger hospitals have increased their intake, we believe, but perhaps not quite to this extent. The *American Journal of Nursing* gives the same advice to the good training schools that we have given here : affiliation of the good schools with hospitals giving such experience as the parent hospital lacks, *e.g.*, medical nursing, mental nursing, and so on. It maintains that such affiliations extend ' the benefits of good nursing care beyond the parent schools' present boundaries '.

Thought For Food

THOSE who, in hospitals, battle daily with ration books and points will be glad to hear that, as a result of so many enquiries on diet reaching the King Edward's Hospital Fund for London, the organization has appointed a special committee with Professor Drummond, scientific adviser to the Ministry of Food, as chairman and Miss Margaret Broatch, S.R.N., a hospital dietitian, as dietetic adviser. Hospitals, therefore, which plan to reorganize the feeding arrangements for both patients and staff will have somewhere to turn for expert guidance. Taking the chair, at the meeting of the General Council of the Fund, prior to his departure to Australia, H.R.H. the Duke of Gloucester stated that the Fund was distributing grants to the voluntary hospitals, totalling £280,000, and also setting aside £5,000 for the encouragement of group preliminary training schools. The Nursing Recruitment Service had, continued His Royal Highness, now sent more than 5,000 student nurses into the hospitals, and he hoped that the report on the supervision of the nurses' health (see *Nursing Times*, November 20), would ' go far towards eliminating the whispers of reproach which have been levelled at the hospital service in this direction.

More Awards

We send congratulations to Miss A. McGeary, A.R.R.C., matron, on being made a member of the British Empire and also to Miss M. Badgley, Miss M. C. Bearcroft, Miss C. J. Haycock, Miss L. M. Hosie, Miss N. M. Kersley and Miss H.E. Whale for being awarded the A.R.R.C. for gallant and distinguished services in Burma and the Eastern Frontier of India. All are matrons in Queen Alexandra's Imperial Military Nursing Service, except Miss Hosie and Miss Bearcroft in the Indian Nursing Service.

Unity In Uniform

FROM February 1, 1944, the Board of Trade Making of Civilian (Restrictions) (No. 18) Order, S.R. & O. 1943, No. 1702 (H.M. Stationery Office, price 1d.), which simplifies the design of nurses' uniform comes into action. It will affect civilian nurses, of all types, excepting matrons and they as well as the nursing services are considering adapting their uniforms to come into line with the Board's suggestions, which were approved by a committee of representatives of many branches of nursing. The restrictions include, for aprons, no tapes, strings, straps, pockets, pleats or gathers; for the dresses, no pleats, gathers, tucks, or trimmings, but they may be lined and have short or long sleeves, the collar may be white or self colour. There will be no starched cuffs, belts or collars. The cap will be either American or of the handkerchief type. Besides saving labour and material these new fashions will save the laundries : frilled caps had all to be gauffered by hand, one operative took an hour to iron 12 aprons, the new shaped style can be done at the rate of 50 an hour. Having no tapes and strings the garments will have longer lives for they will be less likely to tear. The Board has also arranged two new styles of overall to be made in utility material with buttons down the front. Dresses and overalls will be available in a variety of colours. No one will overlook the value of tradition in uniform, but perhaps nursing is ready for a unity in clothes as well as standards.

Modern Mental Treatment

The first of a series of lectures and discussions, to which all members of the medical and nursing professions in Sussex are welcome, took place recently at the West Sussex County Mental Hospital. Many matrons, doctors, hospital and district nurses enjoyed hospitality on this occasion. Dr. Helen Boyle, honorary senior physician, Lady Chichester Hospital for Early Nerve Cases, Hove, took the chair whilst Dr. Carse and Dr. Frank reviewed the position of electric convulsive therapy and insulin shock treatment. Dr. Carse spoke of the wide uses of convulsive therapy and its tonic effect on the body ; the effect on the mind was indirect and the patient needed psychotherapy during convalescence to correct abnormal habit and outlook or he would inevitably relapse. Both doctors were unstinting in their praise of the mental nurse ; it was to her skill and co-operation that they owed much of their success. The next of these most interesting afternoons on February 3 ; the subject is pre-frontal leucotomy.

Help From a Neighbour

THE British Building Commission has returned from a tour in the United States to study materials and methods that may help with the housing problems in this country, with what the chairman, Mr. A. C. Bossom, M.P., calls a ' tome of information'. The Americans are often prone to experiment and sometimes along lines which the British do not care to follow, but at least we might copy their simplifications and labour-saving devices.

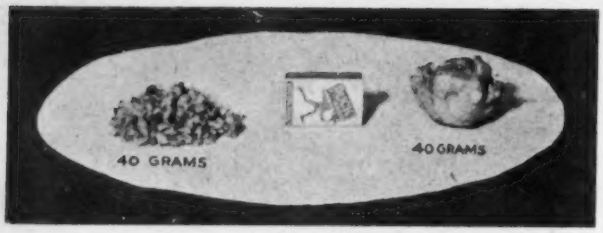


Fig. 1. Left: *chips of the prostate gland removed in one operation (left) with (right) a complete 'prostate of similar size -enu cleated whole and a matchbox for comparitive size*

Fig. 3. Right: *the patient sitting up for the spinal anaesthetic*

The Prostatic Clinic at the Newcastle General Hospital

By W. E. WARDILL, F.R.C.S.

THE prostatic clinic at the Newcastle General Hospital is devoted almost entirely to the treatment of the enlarged prostate, cancer of the prostate and other bladder-neck obstructions. In the large majority of cases the prostate or a great part of its bulk is removed per urethra by means of the Gershorn Thompson punch, an operation associated with a low mortality and a short convalescence. It is to Thomson and his colleagues at the Mayo Clinic that we owe any success that we may have attained, as it was in this institution that the method of treatment herewith outlined was pioneered. The illustrations will help to make the routine intelligible.

Many of our cases are admitted with acute retention of urine and often after repeated catheterization by the outside doctor. If there is retention a catheter is passed on admission and is tied in, drainage being into a sterile bottle with a metal screw top and a hook by which the patient can hold it (Fig. 2.) The object of this is to reduce the risk of infection of the bladder by using a closed system; secondly patients are discouraged from lying in bed and are allowed to sit about in chairs and even go for walks. In the meantime routine examination of the blood, urine, etcetera are carried out. X-ray examination is done in every case.

Fig. 2. *Drainage into a sterile bottle with a metal hook*

These investigations rarely occupy more than 36 hours so that on the second day after admission, other things being equal, the patient is examined on the operation table by means of the resectoscope passed along the urethra, and under low spinal anaesthesia. Before injection of the anaesthetic, the back is carefully prepared as for a major surgical operation. Fig. 3 shows the area covered by a sterile towel and Fig. 4 the needle being inserted. The patient is then placed upon the table in the lithotomy position and the well lubricated resectoscope passed along the urethra into the bladder (Fig. 5.)

The Gershorn Thompson resectoscope (Fig. 6.) is really a a straight piece of tubing with a light at the bladder end and a glass window at the operator's end. It is a direct vision instrument and possesses no lens system so that everything is seen in its natural colours and its natural size and shape. Sterile water constantly flows through the instrument during examination and operation, the visual field being kept clear of blood, pus or debris. Provision is also made for diathermy coagulation of bleeding points. The instrument has an outer fixed sheath carrying the electric light (1) and diathermic cautery and near

Fig. 4. Above: *the lumbar puncture needle being inserted*

Fig. 5. Above : *examining the bladder through the resectoscope*

Fig. 6. Below : *the resectoscope. A, the apparatus with the blade shut ; B, the same with the blade open ; C, the apparatus taken to pieces.* *(See also page 956)*

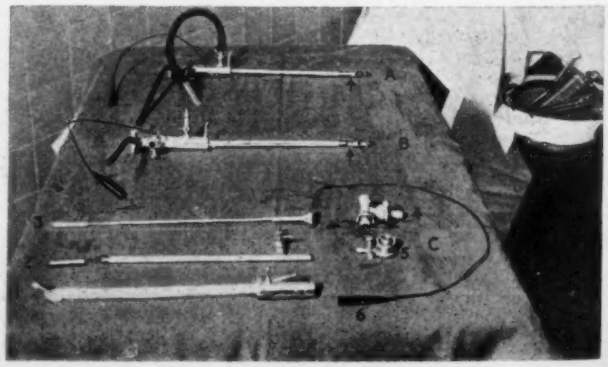


Fig. 7. *Above: Washing out the chips into a strainer*

its tip a fenestrum is cut in its side (see arrow) The inner sheath (2) moves freely within the outer and carries a detachable cylindrical razor-sharp blade which is used to cut off portions of prostate which can be manipulated into the fenestrum.

Fig. 8. Below: *Removing obstruction by suction with a syringe*

Fig. 9. Below: *the Foley catheter showing (above) the bag inflated with water*

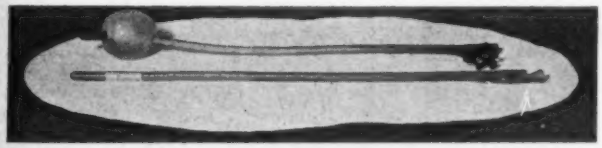
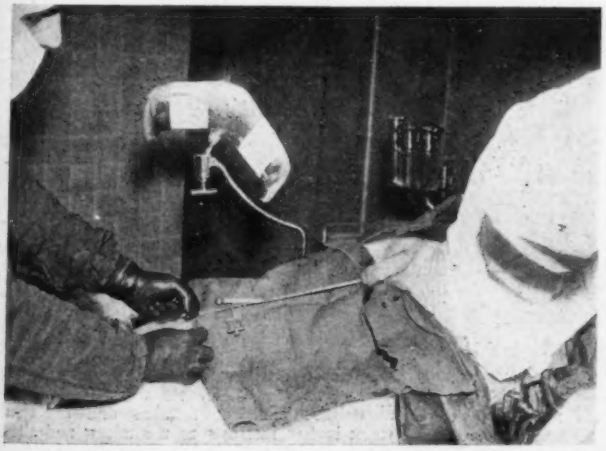


Fig. 10. Below: *traction on the Foley catheter to secure the inflated bag in the prostatic bed*



The instrument having been passed into the bladder a careful examination is made, not only of the bladder wall, but of the prostatic urethra. Unsuspected calculi and bladder tumours are thus sometimes disclosed. In prostatic enlargement the lateral lobes are often shown to prolapse into the urethra causing obstruction. Similarly, middle lobe enlargement either anteriorly or posteriorly is often seen. The exact diagnosis having been made, one then proceeds to remove the prostate in pieces. This is done by sliding the inner sheath with its knife backwards and forwards. Pieces as they are cut are washed into the bladder and when this is full the outlet tap is opened and the bladder emptied. A coffee strainer as seen in Fig. 7 is used to catch the pieces of prostatic tissue. When the bladder becomes choked by prostatic tissue the pieces are sucked out with a wide bore syringe (Fig. 8). The operation is completed by cauterizing bleeding points. After removal of the instrument a Foley catheter is passed and its bag inflated with water (Fig. 9), and pulled down into the prostatic cavity. This effectively arrests any oozing of blood which may have escaped the cautery. The catheter is kept under tension for several hours by means of an elastic band fixed to a bandage below the knee (Fig. 10). It is of paramount importance that the bladder should be kept free of clot so that on return to bed the bladder washing (Fig 11) starts immediately and is repeated frequently until all danger of a blocked catheter has passed.

Fig. 11. *Washing out the bladder when the patient is returned to bed*

Figure 1 shows about 40 grams of prostatic tissue removed in one sitting; for comparison is shown a prostate weighing about 40 grams removed by the suprapubic route and also a match box.

Throughout the operation an intravenous drip saline is administered and this is continued after the patient's return to bed. Frequent readings of blood pressure and pulse rate are taken and recorded so that in the event of undue blood loss or threatened collapse the saline drip is replaced by plasma and then blood (Fig. 12). This is a great safeguard especially when one remembers that nearly all our patients are old and many are hanging on to life by but a thread.

All being well the patient is allowed out of bed for a short time the day after operation, while on the second or third day the catheter is removed and the patient is encouraged to pass water

(*Continued on page 956*)

Fig. 12. *Saline intravenously which can be replaced by plasma or blood*

REPORT OF THE NURSING RECONSTRUCTION COMMITTEE: Sections II and III

FOREWORD

IN August, 1942, the Nursing Reconstruction Committee presented Section I of its Report—The Assistant Nurse. The ensuing fifteen months have been spent in preparing the next two Sections: Section II, Education and Training; Section III, Recruitment. The bearing of these two subjects upon each other is so close that they are published together. The terms of reference which the Committee set itself were as follows:—

Education and Training.—To consider how best to model nursing education so as to ensure the preservation of the highest professional standards; to consider present defects in this respect; to suggest remedies, with special reference to the educational functions of the General Nursing Councils, and the adequacy or otherwise of the system of State registration now in force; and to make recommendations for promoting further post-certificate education.

Recruitment.—To survey the present and future demand for and supply of nurses; to examine present deterrents to recruitment; to suggest ways of making the profession more attractive to women of ability; and to advise on methods of recruitment and any germane matters.

As the Committee proceeded in its work, it became more and more convinced that, given a liberal outlook and a carefully planned curriculum, the training of nurses in this country could be developed into one of the great national educational movements for women—a view which members of the teaching profession, and particularly science teachers, are beginning to share. Unfortunately, the training of nurses is still too closely linked with what should be regarded fundamentally as an entirely separate problem—the provision of nursing care for the patient. Again, the education and training of the nurse, despite minor improvements, is still too haphazard; the public pays its automatic tribute to a service maintained under handicaps with which no true educational movement should be faced.

The Committee is aware of the strong desire on the part of the body of the profession, and especially of its younger members, to adopt a forward policy. Indeed, primarily the motive power must come from them. But reform will be far speedier if educationists in all spheres—head mistresses and science teachers in schools, local education authorities, the universities, and leaders in all the professions—will set aside time to study this report, and, having studied it, will share the responsibility of placing nurse education and nurse training on its rightful plane.

Once the principles outlined in Section II are accepted, there should be no insuperable difficulty in implementing the recommendations on recruitment, set out in Section III. *From the broader point of view of social medicine, probably the most interesting suggestion made in this Section concerns the vocational approach to nursing on apprenticeship lines, and the value of such an approach in introducing quite young girls to those wider considerations which will undoubtedly, in future, permeate our national health services.*

With schemes for these national services rapidly taking shape, the Committee considers it essential to indicate the position which, in its view, nurses should occupy in such schemes. In this respect the present Report will prove a useful contribution to health planning on a national scale.

The present report on Education and Training is not complete. It soon became obvious, *especially in the light of recent developments in the social aspects of the health services*, that certain matters called for special study. Had they been included, however, they would have delayed the publication of the main findings. These subjects, still to be dealt with, include:—Preparation for post-certificate nursing work; the training of public health nurses; and midwifery training viewed in relation to the basic training of the State-registered nurse In addition, it is proposed to add an appendix setting out the minimum standard to which the nurse training centre of the future should conform, *bearing in mind the importance of a study of the patient's environment*, and the suggested procedure for the interim period.

It is matter for satisfaction that, as in the case of the Report on the Assistant Nurse, a Committee representative of widely different view-points can record such a real measure of agreement on matters of general principle. Where there have been minor divergencies, the members have been prepared to sink their individual differences for the sake of a common aim. In one or two instances, however, individual members have dissented from certain recommendations out of strong personal conviction that such recommendations were not in the interests of the nursing profession. The Committee feels that the support which its members give to the Report as a whole can only be enhanced by recording these few instances of individual dissent.

With regard to the reconstitution of the General Nursing Councils, the Committee regrets that, although, in principle, the Council of the Royal College of Nursing accepts the need for change, it does not support the Committee's suggested method of bringing the change about, and a note to this effect is appended in the text.

It will be seen that the Committee has adopted the same format in the two reports here presented as in the preceding Report on the Assistant Nurse. In view, however, of the much wider range of subject matter under consideration, use has been made of heavy type to emphasize the more important findings and recommendations.

It should be noted that, except where specially stated, discussion of questions relating to the female nurse also, by implication, includes the male.

This foreword would not be complete without some mention of the signal service rendered to the Committee by various co-opted educationists, who, by their counsel, have greatly helped the Committee in its inquiries. The names of these co-opted members are as follows:—

Miss K. F. Armstrong, S.R.N., S.C.M., Diploma in Nursing, University of London, Editor, *Nursing Times*; A. Clow Ford, M.B.E., B.A., Extension Registrar, University of London; A. H. Holmes, M.D., F.R.C.P., Hon. Physician, Manchester Royal Infirmary, Lecturer in Medicine, University of Manchester; Miss J. M. H. McCaig, M.A., Head Mistress, Notting Hill and Ealing High School; Miss K. M. Westaway, M.A., D. Litt., Head Mistress, Bedford High School; Miss M. O. P. Wiltshire, D.Sc., Senior Lecturer in Physiology, University of Bristol. To all the above the Committee tenders its grateful thanks.

HORDER,

December, 1943.

SECTION II: EDUCATION AND TRAINING: Summary of Recommendations

Student Status

1. While the student nurse must be regarded as a component part of the hospital personnel in order that she cultivate a sense of responsibility, her status as a STUDENT nurse should be fully recognised by the trained nursing staff, the medical staff and the governing body of the hospital, and her work should be regulated accordingly. (Para. 4).

A Nation-wide Plan

2. While a marked reduction in the number of training schools is desirable if a high educational standard is to be maintained, it is essential that there should be no unnecessary obstacle to the flow of suitable new entrants to the profession. (See Report on Recruitment.) These conditions are linked with the important question of an improved ratio of nurses to patients. The Committee recommends that this whole question receive careful attention from the appropriate bodies. (Paras. 5-8.)

3. While the nursing education committees envisaged under regionalisation will play an important part in the administration† of nurse training schools, the General Nursing Councils should remain separate entities, and their relationship with the individual training schools should be unimpaired. (Paras. 9-11.)

4. Nursing is not merely an item in the nation's medical service, but a profession parallel to that of medicine, occupying an appointed and an increasingly important place in the national plan for health. (Paras. 12-14.)

The Educational Approach

5. Though the nurse's training is still to a certain extent an apprenticeship, there must be a much larger proportion than at present of permanent trained staff to supervise and explain her work, and sufficient ancillary staff to perform certain normal routine duties. Those responsible for the nurse's education must first plan the syllabus and practical work in her interests as a student, and then

† *Mr. J. P. Wetenhall and Miss M. M. Edwards dissent from the use of the word "administration."*

take measures to secure the appropriate hospital experience. (Para. 15-18.)

Grants from National Funds

6. The State should implement recommendations 3 (a) of the Interim Report of the Athlone Committee: that grants be given "from national funds to all recognised training hospitals in respect of the national work done in the training of nurses." (Paras. 19, 20.)

Payment of Fees

7. The Committee supports the principle of payment by the student nurse for her training when this is possible, but emphasises that no good potential nurse should be debarred from training for lack of means. The expenses of such candidates as lack means should be met by liberal maintenance grants and scholarships from national and other funds. (Paras. 22, 23.)

SPECIFIC PROPOSALS

Entrance Qualifications

8. The chief entrance qualification for the nursing profession should be the School Certificate (or equivalent), or qualification in Part I of the Preliminary State Examination. (Paras. 24, 25.)

9. All candidates who do not possess either or both of the foregoing qualifications should pass the General Nursing Council's Test Educational Examination, which should be re-introduced and modified on the lines suggested in this Report. (Para. 26.)

Intelligence Tests

10. The Committee considers that intelligence tests have a supplemental value in enabling hospitals to assess the ability of the candidates, and suggests that the tests might be usefully employed in nurse recruitment centres. (Paras. 29, 30.)

Pre-Nursing Courses

11. The Committee recommends regular collaboration between nurse educators and science teachers with regard to the scientific content of pre-nursing courses, and closer correlation between the science taught at school and hospital practice. (Paras. 29, 30.)

12. To help the nurse teacher to meet her responsibilities in this direction, the nurse teachers' course should include as much laboratory work as possible. (Para. 31.)

THE WIDER BASIC TRAINING

13. The Committee recommends the establishment of a wider basic training for general nursing, covering four years, to include short, varying periods of experience in obstetric nursing and in branches which may not hitherto have been covered, such as fever, tuberculosis and mental nursing, and an elective six months in a speciality in the last year. (Paras. 32, 33, 35, 55.)

The Male Nurse

14. The training of male nurses should be as comprehensive as is practicable. (Para. 34).

Nurse Training Units

15. Nurse training units should be either: (i) large parent hospitals with opportunities for training in certain specialities in one or more subsidiary hospitals; or groups of smaller hospitals which would combine to provide the complete basic training. (Para. 36.)

16. Each unit should have its own nurse education committee, composed of the matrons, nurse teachers and representatives of the medical staff, with power to co-opt local representatives of the teaching profession and other suitable persons. (Para. 36.)

17. The matron is head of the nurse training school, and as such, should have direct access to the executive committee on all nursing matters. (Para. 36.)

The 'Block' System

18. The Committee recommends the adoption of the principle of the 'block' system of training for nurses throughout the country. Under this system the student is relieved for varying periods from attendance on the sick, the greater proportion of the theoretical training being given when she is free to study. (Paras. 37-42.)

The Preliminary Training School under the 'Block' System

19. All student nurses should start their hospital training in a preliminary training school. The development of central preliminary training schools should be promoted. (Paras. 43, 44.)

20. The course in preliminary training schools should occupy from 12 to 16 weeks, and its contents should be standardised. (Paras. 43, 44.)

21. Those nurses who have satisfactorily completed a pre-nursing course and passed Part I of the Preliminary State Examination should also spend some time in the preliminary training school. The Committee recommends that special arrangements be made for these groups, and that where they are concerned, the content and the period of the school be revised. (Para. 45.)

Finance

22. Educational grants should be made from national funds to meet most of the additional cost entailed by the adoption of the block system. (Para. 46.)

Teaching in the Wards

23. All ward sisters should attend a course on the psychology of teaching. While the Diploma in Nursing of the Universities of London and Leeds is considered an asset for any trained nurse holding a senior position, there should be short, intensive courses specially designed for ward sisters' needs, and carrying some definite recognition. (Para. 47.)

24. The student nurse's duties should be specially planned throughout to give the maximum of variety, whether such duties are allotted to her through the case assignment or the work assignment method. (Para. 48.)

Division of State Examinations

25. The Committee considers that the State examinations might be taken in three sections over the four years, in order to reduce the strain of combined practical and theoretical work in the final year, and to enable senior nurses to concentrate on advanced nursing procedures and ward administration. Para. 50.)

Hospital Examinations

26. The Committee recommends that hospital examinations be retained. (Para. 51.)*

"Endorsement with Honours"

27. Candidates for the State Examinations whose performance merits special mention should have their examination results "Endorsed with Honours." (Paras. 52-54.)

THE SPECIAL PARTS OF THE REGISTER

28. Once a wider basic training is provided for every nurse, the Committee considers that all Parts of the State Register other than the General Parts should eventually be converted into post-certificate qualifications, registerable with the General Nursing Councils. (Para. 56.)

Sick Children's Nurses' Register

29. The Committee considers that the Special Part of the Register for Sick Children's Nurses should be retained as a separate entity at present, but that the training should be planned on a comprehensive basis, and the syllabus should include experience of infectious fevers. (Paras. 57-60.)

30. The Committee considers that there is also a place for alternative types of experience in the nursing of sick children, as follows: (a) an obligatory three months in a children's hospital in the early stages of the proposed basic training, and another elective six months in the fourth year; (b) an obligatory three months in a children's hospital in the early stages of the proposed basic training, and another six months in the fourth year, with, after State Registration, an additional 15 to 18 months' training in a recognized children's hospital or department for the double qualification of general and sick children's nurse. (Para. 61.)

Mental Nurses' Register

31. There should be only one examining and registering body for mental nurses, the General Nursing Council. The examination of the Royal Medico-Psychological Association should be discontinued. (Paras. 65, 69 (i).)

32. Candidates accepted for training should be subject to the same entrance standards as nurses in other branches, and the fact that they have been accepted for an approved course of training should be emphasized in their agreement. The time limit during which students may be regarded as "in training" should be rigidly enforced. (Paras. 68 (x), 69 (ii).)

33. The training for student mental nurses should be organized on the same up-to-date lines as that outlined in the training for the General Part of the Register under the "block" system — i.e. (a) obligatory preliminary training schools; (b) regular sequence of practical experience; lectures (duplicated where necessary); and clinical demonstrations; (c) the engagement of properly paid and qualified lecturers; (d) sufficient trained and domestic staff to free the ward sisters and senior nurses to teach those in training, and to enable the latter to profit by this training; (e) adequate equipment for the carrying out of nursing procedures. (Paras. 68, 69 (iii).)

34. Instruction should be available for assistant mental nurses; hospital attendants should be employed and instructed for general service. (Paras. 64, 69 (iv).)

35. All supervisory nursing officers, sister tutors, ward sisters and their respective male equivalents in mental hospitals should be persons whose names appear on the General as well as the Mental Part of the Register. In the case of sister tutors, employing authorities should either demand a nurse teacher's qualification on engagement or enable the tutor to qualify after acceptance. (Paras. 68 (ii), 69 (v).)

36. Nurse teachers in mental hospitals should be accorded higher rank and salary, so that their services as tutors can be retained. (Paras. 68 (11), 69 (vii).)

37. Greater use should be made of qualified male tutors on the male side. (Para. 69 (vii).)

38. Since mental nurse candidates for the Preliminary State Examination are required to be proficient in the simple nursing procedures common to all branches of the profession, mental hospital authorities should ensure that these candidates secure short periods of appropriate experience in their own hospital or elsewhere. (Paras. 67 (i), 68 (iii) and (iv), 69 (viii).)

39. The three written questions in the Preliminary State Examination—two on general nursing and one on first aid—should be increased by the addition of two optional questions to cater for the mental nurse's special knowledge. One of the questions on

** Miss C. H. Alexander dissents from this recommendation.*

general nursing should be compulsory. (Paras. 67, 69 (ix).)

40. Mental trained nurses should have adequate functional representation on the General Nursing Councils for the conduct of their branch of work. This representation should be made large enough to enable the mental nurses to have predominant representation on the appropriate committees of the General Nursing Councils.

These committees should, *inter alia*, be responsible for a syllabus on which the wider Preliminary State Examination could be based. (Paras. 67 (ii), 68 (x).)

41. Matrons of mental hospitals should have the same status and authority within their own sphere as matrons in other hospitals, with access to the governing body on nursing matters and the support and guidance of nursing committees. (Paras. 66, 69 (xi).)

42. Mental nurses would benefit by co-operating more closely with nurses in other branches of the profession, from whom they could obtain support in any educational claims they might wish to make. (Paras. 65, 66, 69 (xii).)

43. There should be more differentiation between the remuneration of the student nurse and the trained nurse in mental hospitals. (Paras. 62, 64, 69 (xiii).)

44. For the present, the Special Part of the Register for Mental Nurses should remain. (Paras. 35, 69 (xiv).)

45. The scope of the Special Part of the Register for Fever Nurses should be enlarged and become an extended two year post-certificate course in Infectious Diseases, registerable with the General Nursing Councils, approximately one year to be taken in a fever hospital and one year in a sanatorium. (Paras 71-73.)

The Nursing of Infectious Diseases

46. Though a number of employees in sanatoria can be drawn from ex-patients under medical care, all key personnel should be fit persons, and adequate steps should be taken to safeguard their health. Every hospital admitting tuberculous patients should adopt a standardized technique for the protection of the staff. (Para. 74.)

Orthopaedic Nursing

47. Orthopaedic and other hospitals which provide standardized training in special branches of the work should improve the facilities available to their nurses to complete their training and gain registration on one of the existing Parts of the Register by securing a wide and strong panel of hospitals guaranteeing a definite yearly quota of vacancies. (Paras. 75-77.)

48. The Committee recommends that, for the time being, the General Nursing Councils recognize the orthopaedic nursing certificate awarded by the Joint Examination Board of the Central Council for the Care of Cripples and the British Orthopaedic Association as an additional qualification for State registered nurses. (Para. 78.)

THE GENERAL NURSING COUNCILS

Constitution

49. The General Nursing Councils should be widened and reconstituted: (a) for the fuller performance of present duties; (b) with a view to their being empowered to undertake additional duties. (Paras. 79, 82 (i).)†

50. The personnel of each Council should consist of three groups: (a) nurses elected on a functional basis by the general body of registered nurses; (b) nurse educationists appointed by such educational bodies as are primarily engaged in the promotion of nursing education; (c) non-nurses, appointed by Government and public bodies. (Para. 82 (ii).)†

51. The functions of the Councils should be divided into two parts: (a) administrative; (b) educational. The educational side should embrace (i) the basic trainings; (ii) post-certificate training; (iii) the instruction of the assistant nurse. (Para. 82 (iii).)

52. Nurse experts engaged in all forms of teaching should be numerically the strongest element on the educational side. (Para. 82 (iv).)

53. The educational side should include more experts in general education, including representatives of teachers actually engaged in the conduct of approved pre-nursing courses. (Para. 82 (v).)

† *The College Council does not accept Rec. 50 as part of its policy. Miss H. Dey and Miss D. M. Smith dissent from Recommendations 49 and 50, Miss I. R. Taylor dissents from Recommendation 50, clause (b).*

54. The Board of Education should appoint active educationists. (Para. 82 (vi).)

Educational Staff

55. The increased duties now implicit in the Council's successful regulation of nursing education require a special full-time staff of nurse education officers, who should work under a chief education officer, chosen for her initiative, and able and prepared to advise on necessary developments and to maintain wide national and international contacts. (Paras. 82 (vii) and 82 (viii).)

56. The Councils should, if necessary, receive financial assistance from national funds to facilitate the proper discharge of their educational functions. (Paras. 79 (iv), 82 (ix).)

Inspection

57. Training schools should be submitted to periodic and thorough inspection, analogous to the inspection carried out by the Board of Education in schools, present methods being supplemented by a full-time paid inspectorate. All inspectors should come under periodic review. (Paras. 84, 85 (a).)

58. The full-time paid inspectorate should be nurses empowered and qualified to judge and improve the standard of teaching. They should attend lectures, inspect teaching equipment, and give advice on education and training matters generally. (Para. 85 (b).)

59. As inspectors usually carry out their work in pairs, an inspecting Council member or a full-time inspector should be accompanied by another specialist in nursing education. (Para. 85 (c).)

Revision of Syllabus

60. The syllabus of training should be revised at regular intervals, and the procedure should be similar to that adopted by Universities in such matters. (Para. 86).

Examiners

61. In order to ensure that examiners are in touch with modern methods, they should be drawn from among suitable persons in active work, or those who have only recently retired. Para. 87 (a).)

62. As a matter of principle, a second examiner should be present at oral examinations. (Para. 87 (b).)

SECTION III: ON RECRUITMENT: Summary of Recommendations

TYPES AND AGE GROUPS TO BE RECRUITED

Educational Qualifications

1. The general education of recruits to the nursing profession should be continued beyond the compulsory school-leaving age if it is to be regarded as an adequate basis for professional training. (Para. 18.)

Implications of Student Status

2. If training schools are unable to recruit sufficient student nurses of the minimum standard, and if they allow the programme of education and training to be controlled by the need to provide for the nursing of the patients, these hospitals should cease to be training schools and should employ only trained nurses and enrolled assistant nurses. (Paras. 19, 20.)

Conditions of Service

3. Certain conditions of service should be improved if the wastage among hospital staff is to be reduced. These relate to: (1) the provision of national funds to enable the education and training of the nurse to be placed on a proper footing; (ii) improvement in the supply of hospital domestic workers; (iii) the introduction of a more modern outlook on discipline; (iv) the establishment of nurses' representative councils and appropriate professional negotiating machinery; (v) improved catering; (vi) better facilities for the development of a personal life, with regular off-duty time planned in advance, and adequate holiday periods; (vii) greater responsibility on the part of the employing authority for, and more attention paid to, the nurse's health throughout her professional career. (Para. 21.)

The Academic Approach: Co-operation between Teachers and Nurses

4. Co-operation between the teaching and nursing professions, on the lines indicated in this Report, should be sedulously promoted. (Paras. 22-25.)

5. Hospital sub-committees concerned with nursing education should invite representation from the local education authorities. (Para. 25.)

Recruits with Special Academic Qualifications

6. Every effort should be made, especially by the wider introduction of school pre-nursing courses, to recruit girls whose education has been continuous to at least age 18. The value of the Higher Certificate and other academic qualifications should be stressed, seeing that nurse leaders are needed in all branches and grades of the profession. (Para. 26.)

The Mentality of the Modern Schoolgirl

7. The attitude of schoolgirls to nursing, as illustrated in essay competitions inspired by nurse recruitment campaigns and exhibitions, should be closely studied as a guide to the best and most up-to-date approach to young recruits generally. (Para 28.)

Nursing Examinations and the School Curriculum

8. In view of the increasing dependence of training schools on recruitment from girls who have taken pre-nursing courses at school and in polytechnics, the General Nursing Councils should arrange, as soon as may be, for Part I of the Preliminary State Examination to be taken at times which conform to the scholastic year. (Paras. 29, 30.)

Nurse Teachers in Schools

9. In view of the value of nurse teachers as recruiting agents, more such teachers should be employed by schools preparing students for pre-nursing courses. (Para 31.)

Extension of Pre-Nursing Studies

10. Pre-nursing students who are ready to sit for the first Part of the Preliminary State Examination at an early age, and those who can profit by a further year at school after having passed the examination, should be encouraged to extend their study of these subjects to Higher Certificate standard, with a view to qualifying for special posts in the

profession. (Para 32.)

Whole-Time Courses in Polytechnics

11. Recommendations with regard to school pre-nursing courses apply equally to polytechnics. (Para. 34.)

Nursing as a Second Choice

12. As nursing should appeal to many girls and young women who fail to find satisfaction in more impersonal occupations, recruitment from such sources should be developed by: (i) informative talks on conditions of service and prospects in all branches of the profession; (ii) appeals to national service; (iii) the wider provision of part-time pre-nursing courses in evening institutes (coupled with responsibility for providing the necessary number of candidates for such courses). Trained nurses with knowledge of pre-nursing facilities should be invited to serve on the Ministry of Labour Juvenile Advisory Committees dealing with younger girls. Further inquiries should be made concerning the three-shift system. (Paras. 35-38.)

"Bridging the Gap." Improved Educational Facilities

13. Under the reformed system of national education outlined in the Government's White Paper (Cmd. 6458), opportunities for prospective nurse recruits should be at least as favourable as for prospective teachers. (Paras. 42-43.)

14. While many other ways of "bridging the gap" suggest themselves, the introduction of young girls of 17 and under to practical bedside nursing is inadvisable. (Para. 44.)

15. The present extension of "nurse cadet" and "sub-probationer" schemes which fall short of the standard required for pre-nursing courses by the General Nursing Councils must cease. (Para. 45.)

The Vocational Approach

16. As an alternative to the more academic approach, prospective nurses should be enabled to prepare for their career on apprenticeship lines, provided such preparation is conducted according to principles which are educationally and psychologically sound. (Paras. 47-50.)

Work in Children's Nurseries

17. Practical work in children's nurseries could be incorporated in the syllabus of recruits to nursing who approach their future career on apprenticeship lines, but, before the Committee can wholeheartedly endorse such participation, conditions of work should be brought up to a satisfactory standard in all nurseries. (Paras. 54-55.)

II. METHODS OF RECRUITMENT

Extension of Nurse Recruitment Centres

18. The work of the Nursing Recruitment Service of King Edward's Hospital Fund for London should be maintained and extended, and local branches should be developed throughout the country. (Paras. 56-59.)

Collaboration with Government Departments

19. Schemes for the recruitment of nurses should be carried out in close collaboration with: (i) the Ministry of Labour and National Service on questions concerning national surveys of "nurse power"; war time allocation of personnel; recruitment of hospital workers, etc.; (ii) with the Ministry of Health and the Department of Health for Scotland with regard to the integration of national health services, etc.; (iii) the Board of Education and the Department of Education for Scotland with regard to modern educational trends, and co-operation with the teaching profession; (iv) the Ministry of Information with regard to the conduct of publicity campaigns, production of films, broadcasts, etc. (Paras. 60-61.)

Recruitment Campaigns

20. Local and national publicity campaigns should be carried out on the lines of those described in this Report, in which the help of the appropriate health and education authorities and of the general public is widely enlisted. (Para. 62.)

21. Special attention should be paid to the importance of recruitment campaigns and exhibitions in awakening the interest of parents in pre-nursing courses and stimulating them to keep their daughters longer at school. (Para. 63 (i).)

22. A diagram illustrating the various ways of entering the nursing profession should be widely available to schools through the agency of the Board of Education. (Para. 63 (ii).)

23. Speakers engaged in nurse recruitment should be carefully chosen from nurses who are in active work and are reasonably familiar with conditions in other and related professions. (Para. 64.)

Press Publicity

24. Full advantage should be taken of the experience of the Nursing Recruitment Committee with regard to the production and most profitable allocation of press articles, advertisements, posters, leaflets and similar recruitment material. (Paras. 65-66.)

Films and Broadcasts

25. The Ministry of Health and the Department of Health for Scotland, in conjunction with the Ministry of Information, should be asked to set up a small committee of experts, on whic nursing is adequately represented, to advise on the production of nurse recruitment films and the selection of suitable episodes and talks, and, in collaboration with the B.B.C., to promote a long-term programme of nurse recruitment through the medium of broadcasts and television .(Paras. 67, 68.)

Correspondence

To Attain Equal Status

As a native of Sheffield I have been very sorry to see sisters of the mental hospital there advocating that the General Nursing Council should accept the certificate of the Royal Medico-Psychological Association in lieu of the State final mental examination. I am glad to say I see no hope of their wish ever being realized.

The Central examination of the London County Council, and Middlesex County Council are, I understand, on the same lines and standard as the General Nursing Council's Final general examination, but these authorities do not expect their trainees to be exempt from the State examination if they wish to be placed on the State Register.

Any mental nurse up to the required standard will not be afraid to prove it by taking the General Nursing Council's examinations.

General training can then be completed in a further two years, and the State registered and registered mental nurse may then wish to return to mental nursing, and will be in a position to go forward to the higher posts at the appropriate time.

Mental nurses will never attain equal status with general trained nurses by failing to recognize the same examining body or to subscribe to the conditions laid down for registration.

MAGGIE NEAL, S.R.N. R.M.N. Diploma of Nursing, of London University in General and Mental nursing; Sister Tutor, Kent County Mental Hospital, Maidstone.

Nurses for the Services

The shortage of nurses for the services might be greatly relieved by using the many State-registered male nurses in the services, who are wasting precious time doing clerical work. Their status is for some reason far removed from that of the nursing sisters. Are they not equally competent to nurse the sick and wounded in our many theatres of war. ?

WIFE of Sick Berth Attendant. S.R.N., R.M.N.

ALMOST HOME

A happy Christmas to all student nurses and a specially happy one to all those members of the Student Nurses' Association who have worked so hard in their scanty spare time to get the coffers of the Air Ambulance Fund filled almost to the brim. We hope that all units who have money to send will get it off as soon as they possibly can, so that before the year is over the fund may be complete. Contributions this week are from Croydon General Hospital (third donation), £7; War Memorial Hospital Gosport, £20; Booth Hall Hospital, Manchester £10 10s.; Warneford Hospital, Leamington Spa (second donation), £15; week's total £52 10s. Total to date, £4,916 0s. 10d.

MALTA

Donations to the Nurses of Britain Ward in the King George V Hospital, Malta G.C.
Over £11,000

	£	s.	d.
Student nurses unit Monkwearmouth and Southwick Hospital	5	0	0
Student nurses unit, Booth Hall Hospital, Manchester	15	0	0
	£20	0	0
Grand Total	£11,008	4	2

News in Brief

Long Service

MISS M. W. Davidson, matron of Shelf Sanatorium since its opening in 1914, who has worked for the Halifax Corporation for 40 years, is retiring.

Rochdale Medallists

AT the Rochdale Infirmary prizegiving, Miss N. Walsh was gold medallist, Miss N. Farrell, silver medallist, Miss N. Johnson, bronze medallist.

Southport's Indifference

AT a meeting organized in Southport to interest the nursing and domestic staff of hospitals in trade unionism, only 13 people attended.

Lucky Merchant Navy

As the result of a bazaar, the nursing staff of the Southmead Hospital, Bristol, raised £430 11s. 9d. for the Merchant Navy Comforts Fund.

A Resourceful Nurse

MISS E. Cartlidge, a 'Ranyard' district nurse, by applying artificial respiration for half an hour, saved the life of a six year old child, after he had been rescued from a static water tank.

From Scotland

Perthshire Re-Union

MISS E. Gibson, nursing in North Africa, rushed in a mobile unit to meet the survivors of a dive-bombed ship, found among them Miss R. Maclean, a nurse from Crieff.

'Flu in Scotland

THE death from influenza in the 16 principal towns of Scotland during the first week of December, totalled 50; the highest figure at this season of the year for one week in the last ten years.

FOR EUROPEAN RELIEF

3.—*The Glory which is Greece*

By Miss I. ZAPHIRIOU

Above : *Greek fishermen haul in the catch*

IN considering the health conditions of Greece, one must first remember that Greece is a country with a population of seven and a half million. Health conditions were improving steadily until 1939, but since, owing to the war, both social Services and the health of the people have deteriorated.

The three main diseases which affect the population are endemic malaria, tuberculosis and infantile dysentery. Malaria is most common along the shores of the Mediterranean and two million of the people are usually infected, that is to say, 25 per cent. of the population.

In 1929, the Greek Government inaugurated a health campaign, a part of which was anti-malaria measures: steps were taken to encourage screening, a system of netting windows and doors to keep out mosquitos, the drainage of swamps, and the Paris green method of spraying. The Government also set up anti-malaria clinics, and appointed sanitary inspectors to visit the homes to see that living conditions were not too bad, that the water wells in the rural districts were uncontaminated.

Tuberculosis

There are no existing statistics of the morbidity of tuberculosis and many approximate estimates are not accurate, but, generally speaking, half a million persons suffer from tuberculosis of the lungs and bones; the mortality rate is, in normal years, 17.5 per 1,000. The majority of cases are in the urban areas, due partly to the fact that the sanatoria are in the large towns or their suburbs. Athens, for instance, had (pre-war) approximately 225 deaths from tuberculosis in every 1,000 persons.

Before 1929, the main project tackled was to provide sanatoria, though a certain number of talks were given. Under the Government's health campaign, study was given to the disease as such, and special centres were set up with trained doctors and specialists to organize preventive treatment. The Patriotic Foundation, the largest welfare organization in Greece, also organized camps at the seaside or in the mountains for debilitated children, with good results. During the years 1937 to 1939 new plans were afoot for a systematic campaign against the disease, with better facilities for X-ray inspection and sputum examination, but needless to say, these fell by the wayside at the outbreak of war. In all, there were 4,000 sanatoria beds, which only provided 27 beds per 1,000 persons in need of immediate treatment.

Infantile dysentery was prevalent and the infant mortality rate was 10 per cent. of live births compared with the English figure of 4.5 per cent. Trachoma, due to poor living conditions and malnutrition, was prevalent among the school children and, in some of the schools, clinics were held to give treatment and to counteract the spreading of the disease. Cholera also occurs and typhoid fever in the summer months, but free vaccination and better sanitary facilities checked the onset during the last few years before 1939.

Hospitals

Before 1938, there were approximately 120 hospitals which included 71 general hospitals, six sanatoria and six maternity hospitals; in all, 16,000 beds. Athens had three large up-to-date hospitals to which people came from all over the country: the Greek Red Cross hospital with 500 beds; the Evanghelimos Hospital with 1,000 beds and the Laikon Hospital with 1,000 beds. In the smaller towns, hospitals were apt to be in old or converted buildings, but a scheme, set in motion in 1936, aimed to provide a hospital for every administrative area.

Social services came mainly under the Patriotic Foundation which, founded after the last war, received a Government subsidy and organized, mainly, health centres for ante-natal care and health supervision. Babies were weighed at the clinics and doctors saw the babies each month; milk was provided for the poorer mothers. The Foundation also organized dental clinics and assisted with the care of school children. In the latter years of its existence, it gave every assistance possible in the prevention of disease generally.

There was a school for deaf mutes in Athens and one for delinquent children ; occupational centres were also formed for these children but delinquency was not very prevalent. Another organization, ' The Wardrobe of the School Child ', had a centre which provided poor children with clothes, and there was a welfare organization for babies born in prison. An institution, started by an American, provided cripples with orthopaedic apparatus.

In Greece, the movement for the systematic training of nurses started after the last war and, under the Greek Red Cross, the first training school opened. In its early stages, however, it was not good, and the nurses had much scrubbing to do; gradually the system of training improved. In 1925, the second school opened and, by 1939, there were six nursing schools in the country; five in Athens, one at Salonika.

The training covered three years of theoretical and practical training and, on completion, the nurses received a diploma of nursing, not actually a state registration, but a hospital equivalent. In the early days the theoretical and practical work took place side by side, but latterly the nurses worked alternate six months at either on the block system. Public health teaching was included in the first year and emphasis laid on preventative medicine.

As a part of the anti-malaria campaign, the Patriotic Foundation, in 1930, built a model public health centre near the School of Hygiene, with doctors and nurses trained in America to help. Its object was to show what results could be obtained over a period of five years and so successful was the work accomplished, that the authorities decided to build another 50 centres on the same lines. In all, however, there were seven health centres in the whole country with a medical officer in charge, an assistant, two public health nurses and two sanitary inspectors; also a further 32 centres with a medical officer and a sanitary inspector; in each instance the general practitioner in the neighbourhood co-operates.

Post-War Work

Little information has come through since 1939, but we do know that the Patriotic Foundation has no longer the money to run camps or clinics, and that the Germans have taken almost everything, so that the country is at a standstill. There have, however, been no serious epidemics which is good and, in September, 1943, there were 300 who had qualified as public health nurses, and 3,000 nurses including voluntary aides, the latter with one year's training.

Those who plan to work in Greece after the war must bear in mind that conditions will not be easy. The people have suffered three years of starvation; the health services are disorganized. Those who go to work amongst them must remember the back-

(*Continued on page Suppt. ix.*)

What the College is Doing

Points of Interest from the Council Meeting on December 16

THE Council met for a long session on December 16, matters of interest and importance coming up for discussion from England and Wales, Scotland and Northern Ireland. It was the last meeting of the year and Council noted with great satisfaction that during the last 12 months 2,779 new members had joined the College, over 600 more than in the previous year, bringing the members up to 34,178, while the Student Nurses Association had enrolled 6,996 new members in the last eleven months, and numbered 14,345 on November 30. This steady increase showed how many more nurses were realizing to-day, the importance of joining their professional organization.

The 'Horder Committee' Report

Greatest interest centred round the fact that the second and third sections of the report of the Horder Nursing Reconstruction Committee would appear immediately (see pages 950 to 953). These sections dealt with Education and Training, and Recruitment respectively; the section on Education and Training would have a supplement at a later date dealing with post-certificate education, midwifery training in relation to the wider basic training and training for public health nursing. The Council thanked Lord Horder, the members of the Committee and its sub-committees and secretariat, for this very valuable piece of work which cannot but have important repercussions on the future of nursing education and nursing as a profession.

Early Help for Northern Ireland —

The Council received a report from the General Secretary, Miss F. G. Goodall, S.R.N., on her visit to Northern Ireland where Miss Goodall had had interviews with leading members of the nursing and medical professions and related organizations, had addressed three public meetings, two meetings of the Student Nurses' Association units and one meeting of industrial nurses, and had attended a meeting of the recently appointed College Committee for Northern Ireland and a meeting of the Parliamentary Select Committee on Health Services (see *Nursing Times*, December 4, page 906). Miss Goodall pointed out that there were in Northern Ireland no facilities for the training of industrial nurses, health visitors or sister tutors, although the nursing profession there was most anxious that such opportunities should be provided, and everyone acknowledged the need for them. She recommended that steps should be taken to extend to Belfast, at the earliest opportunity, similar industrial nursing courses to those successfully organized during the last year in Glasgow and provincial centres in England; also that the possibility of inaugurating training courses for health visitors be investigated. The Council agreed that this should be done as soon as circumstances permitted.

— and Scotland, too

The Scottish Board reported that they had received from well wishers in Scotland some financial help for their educational programme to develop post-certificate courses for Scottish nurses. It was, however, only a beginning, and they hoped that the financial position of the Royal College of Nursing would permit this important extension of the contribution which the College had already made to post-certificate education for the nursing profession, so that an early start could be made.

Concerning the Rushcliffe Reports

The General Secretary reported two contacts with the Ministry of Health. She had received an answer from the Minister of Health to the request that he would discuss with the Council the interpretation of Recommendation 3 of the Rushcliffe Report which deals with the recognition of certain post-certificate trainings by the General Nursing Council. The College Council accepted his suggestion that the matter should be discussed at an early date with officials of the Ministry. At the request of the War Emergency Committee, she had also written to the Minister concerning the giving of grants for the training of sister tutors in view of the announcement that the Minister had agreed to allow sister tutor scholarships given by the London County Council to members of their nursing staff to rank for a 50 per cent. grant under the Rushcliffe report. When the Royal College of Nursing had asked in August, 1943, what arrangements the Minister would make to implement the recommendation of the Rushcliffe Committee that grants should be made to nurses to enable them to qualify as sister tutors when they could not afford to do so, Mr. Ernest Brown had replied that he was awaiting the decisions of the General Nursing Council concerning recognition of training courses. The Council deprecated the allocation of educational grants to employees instead of making them available to individual nurses—the precedent set up in the giving of financial help during training both to health visitors and industrial nurse students and to pupil midwives. She had not yet received any reply.

On Educational Policy

The Council received an invitation to submit a memorandum to the General Nursing Council on the question of the revision of the s llabus for the State examinations and on the implementation of the wider basic training. The Council asked the Education Department and the Sister Tutor Section to prepare this for presentation to the College Council at its next meeting, because of its important bearing on educational policy, so that it might receive their sanction and be submitted to the General Nursing Council.

Good Results

The Education Department reported that two dietetic students had obtained certificates for the College Course on Dietetics and one had been referred in one subject—biochemistry, Miss Ruth Pybus, R.G.N., nurse-dietitian to the Edinburgh Royal Infirmary, examiner, had commented on the satisfactory standard of work done by these first students to qualify from the Royal College of Nursing. Twenty-one midwife teacher students had obtained their qualifying certificates (26 entered for the examination) and 36 industrial nursing students out of 47 who entered. Of these latter, nine gained distinctions (one in the whole examination), five were referred in one subject, five failed, and one was absent through illness. The Council congratulated the Department on these results and passed a special vote of thanks to Miss L. Beaulah who continued voluntarily to give help to the midwife teacher students after her resignation from the College staff.

The Education Department suggested that it should arrange a course of training in the teaching of mothercraft and a short course for sisters to prepare them to act as instructors of assistant nurses. The Council agreed to both these suggestions, but pointed out that it was very important that such a short course should not be confused with qualifying examinations for sister tutors. Miss M. F. Carpenter had joined the staff of the Education Department as tutor on December 1, and Council appointed Mrs. L. Seymer, S.R.N., part time librarian for the period of the war.

News from the Sections

The Sister Tutor Section reported that well attended meetings had taken place in November at which the educational and administrative problems in the implementing of the wider basic training had formed the topic for the main conference, and had been discussed by matrons and sister tutors.

The Public Health Section recommended that a meeting be arranged with the Society of Medical Officers of Health to discuss matters concerning the use made of health visitors, the administration of the health visitor services, and the training of tuberculosis health visitors: also that a letter be sent to the Medical Practitioners' Union concerning the views of health visitors about the Union's memorandum on national health centres. The Council agreed.

The Section reported that the Manchester and District Employers' Industrial Committee on Accident Prevention had invited representatives of the section to attend their next committee meeting in January, 1944: also the arrangement of a conference of superintendent nurses in the various health services in the Midland area in February, 1944, and an open meeting in Manchester to discuss the recommendations of the Second Report of the Rushcliffe Nurses Salaries Committee concerning public health nurses. This will take place in January, 1944, with Mr. H. Allen, Chairman of the Public Health Nurses' Sub-committee of the Rushcliffe Committee, in the chair. The Section acknowledged the kind gift of £10 for a bursary for the industrial nurses' course from the Stanton Ironworks Company

(*Continued on Supplement ix.*)

For the Student Nurse

Answers to the State Examination Questions

By the Sister Tutor Section, Royal College of Nursing

SURGICAL DISEASES OF CHILDREN

QUESTION 1.—*What do you understand by 'new growth'? Give examples which may occur in children.*

A 'new growth' or neoplasm is a new formation of tissue. It occurs without known cause. It continues to grow and unless subjected to treatment may, in some cases, cause complete obstruction of a tract. New growths may be divided into two classes: (1) innocent; (2) malignant.

(1) **Innocent tumours** are the much more common and may occur in any of the body tissues. They remain localised and do not infiltrate the surrounding structures, nor do they give rise to secondary deposits. They are treated by surgical removal.

(2) **Malignant tumours** in children are sarcomas mainly, rarely carcinoma. This second group is very difficult to treat. The first choice is surgery. Radium and X-ray treatment are also used.

Examples of innocent new growths occurring in children are given below, according to the systems of the body:—

Respiratory system. This system is not particularly liable to new growths, but there is one in children—papilloma of glottis—the child becomes increasingly hoarse and obstruction may result.

Digestive system. While new growths in adults in this system are very common and deadly, in children they are ra e. Rectal polyp may occur, and is in the form of an adenoma which grows from the rectal wall. It is attached to a pedicle. The first evidence of the growth is the appearance of bright blood from the rectum: in some cases there may be as much as a teaspoonful. The child has very little pain. It is possible for there to be multiple polypi throughout the large bowel.

Circulatory system. Innocent tumour—naevus or haemangeioma may occur. There are different varieties of this innocent new growth, as follows:—

(a) *Congenital staining.* New-born babies show this as a blushing area on the forehead or nape of the neck. This type always disappears eventually.

(b) '*Port wine stain.*' This term applies to a permanent variety of (a). It does not vary in area, but becomes bigger and more bulbous. It involves the skin only, no deep veins.

(c) *Spider naevus* appears on children's faces or hands. This type never grows larger than about the size of a pin's head. It appears and disappears spontaneously.

(d) *Strawberry mark.* A naevus which tends to grow and change in character. It usually starts as a small mark on the scalp or face.

(e) *Subcutaneous naevus.* In this type the naevus is below the skin, usually on the face. The history given is that the baby was born with a small spot which has enlarged fairly rapidly.

(f) *Naevo-lipoma.* Consists of a bluish mixture of fat and blood vessels on the back, buttocks or thighs.

Skin and mucous membrane. These may include *papilloma* on the skin of the hands, and also occasionally on the tongue in children. *Lipoma* sometimes develops in the pad of fat between the buccinator and masseter muscles. *Cystic hygroma* is a growth occurring in infancy. It consists of a swelling in the lower third of the neck. This swelling is a collection of cysts filled with clear fluid. In spite of treatment, some cases are persistent and cause serious trouble as the child grows.

Osseous system. Innocent growths include:—(a) *osteoma*—growths of bone which occur near the junction of the diaphysis and epiphysis of long bones. Usually a multiple condition. (b) *Chondroma*—formed from cartilage, and appear as a number of bumps on the hand. (c) *Cystic disease of bone.* In this condition there is an egg-shell covering of bone, inside which is a fluid. The resulting fragility gives rise to spontaneous fracture.

Malignant growths. They include:—(a) *Carcinoma*—growth of surface tissue—a very rare condition in children. (c) *Sarcoma*—growth in connective tissue. The main tissues affected are bone, kidney, testis, lymph gland, thyroid and intestine. Sarcoma of kidney is called Wilm's tumour—a new growth which develops rapidly with accompanying deterioration of the child's general health.

SUGGESTED ANSWERS TO C.M.B. QUESTIONS

By LOIS BEAULAH, S.R.N., S.C.M. Diploma in Nursing, London University

QUESTION 2. *Describe the perineal body. How would you conduct a delivery so as to prevent rupture of the perineum? How would you nurse a ruptured perineum?*

The perineal body is situated between the vagina and the rectum. It is a pyramidal mass of tissue composed of muscle, fibrous tissue and fat. The base, covered with skin, forms the perineum, and stretches from the fourchette to the anal orifice; one side is in close relationship to the lower third of the posterior vaginal wall; the apex is directed upwards. Fibres of the levatores ani and perineal muscles are inserted into the perineal body, so that injury to it means damage to the pelvic floor.

Labour should be conducted as follows in order to prevent rupture of the perineum:—

In the first stage of Labour.

(*a*) The co-operation of the patient should be gained. If an analgesic is to be employed, the patient's part in its use should be thoroughly explained; and whether she is to use it or not, her action during the birth should be rehearsed.

(*b*) The anterior position of the occiput should be encouraged. If it is found to be lateral or posterior, anterior rotation may sometimes be assisted by the application of Buist's pads and binder.

In the second stage of labour.

(*a*) Flexion of the head should be maintained until the biparietal diameter is through the vulva.

(*b*) Extension of the head should be slow, and completed between pains when the perineum is most relaxed.

(*c*) During the birth of the head the patient should be discouraged from bearing down, and told to pant, or breathe deeply of the analgesic employed.

(*d*) The shoulders should not be delivered until they have rotated into the antero-posterior diameter of the outlet.

(*e*) The anterior shoulder should be delivered first, and then the rest of the child taken over towards the mother's abdomen, away from the perineum.

(*f*) If the left lateral position is used for delivery, the assistant holding the mother's right leg should not be allowed to hold it too high, as this puts the perineum on the stretch.

(*g*) Medical help should be summoned to perform an episiotomy if it is obvious that an extensive and jagged perineal tear is likely to occur.

During the lying-in period the patient with a sutured perineum should sit upright in order to promote drainage of the lochia, and so minimize the risk of sepsis. She should sit on an air ring, and the pressure points should receive attention twice a day. A light, non-residue diet with plenty of fluids should be offered. The bowels should remain closed for three to five days according to the severity of the tear. The faeces should be softened by giving liquid paraffin by mouth, or olive oil by rectum, prior to the administration of an aperient. The wound itself should receive attention each time the patient passes urine or faeces. It should be cleansed by pouring over it 1-2 pints of antiseptic lotion, *e.g.*, dettol, ½oz. to a pint, and then dried thoroughly with spirit, if obtainable, followed by either a dry dressing or one soaked in an antiseptic such as flavine, 1-1,000. The sutures should be removed when the wound is healed, or in any case between the seventh and tenth days. Vigorous leg exercises should be discouraged until the perineum is healed.

THE PROSTATIC CLINIC (*Continued from page 949*)

naturally. After six hours a catheter is passed again to make sure that he is emptying his bladder. If he has a large amount of residual urine the catheter is tied in again and drainage continued for a day or two. If at the end of about a week he is still unable to empty the bladder, he is returned to the theatre and the resectoscope is passed again and any further obstructive tissue is removed. Fortunately this is but rarely necessary. Usually the patient is ready to leave the hospital from the seventh to the twelfth post-operative day.

Stones, bladder tumours, purulent urine, etcetera, are no contra-indication to operation. Previous suprapubic cystotomy of however long standing also offers no bar.

Key to Fig. 6, (1) outer fixed sheath. (2) inner moveable sheath with tap and detachable blade. (3) obturator. (4) water out et tap. (5) inspection window washed by a stream of water. (6) diathermy electrode.

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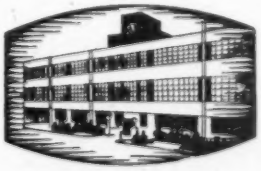

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WILD LIFE ON A WINTER'S DAY

By B. MELVILLE NICHOLAS

MAKING A HOME

Right: the long-tailed mouse believes in comfort and warmth during the winter months. Mrs. Mouse has found an old bird's nest in which she has stored berries, and which she now proceeds to use as a dining table for her first course

Above: the red squirrel plays hide-and-seek and sliding down the banisters to keep up his circulation. Look at his furry tail, sweeping the bushes as he chatters away, adding secretly to his nuts

Extreme right: no cold showers for me thank you! Bunny has his morning wash

DURING the past few weeks many changes have taken place in the countryside where the last leaves have fallen from the trees, and the brook presents a very sombre contrast to what it was in spring and summer. Yet, that joyous fisherman, the otter still splashes about in the cold water, and the handsome kingfisher returns to the same perch day after day.

Quite recently, I wended my way to the brook. It was a quiet morning but the air was chilly. A heavy mist rested in the valley and the grass was silvered with dew. One or two spiders' webs hung like magic lace from the bracken, and as the sun rose over the eastern hills it drove shafts of shimmering light through the fog that rested in the hollows.

As I passed through the glade in the wood, I noticed a nest in which a pair of garden warblers had reared their young in June. A field-mouse had now half-filled it with berries, but the dainty, sweet-voiced birds which built it, were probably in Africa.

The Squirrels' Larder

A rustle in the hedgerow attracted my attention. It was caused by a red squirrel scratching beneath the oaks where he was soon joined by two other squirrels which had scampered down from the tree-tops. They were obviously still adding to their winter food storage and as each squirrel found a nut he galloped across the woodland floor to hide it in one of his previously selected larders, gently covering over the store with soil and leaves. It is usual for squirrels to have several larders, and whilst they no doubt remember most of the booty which they store, I think they forget a certain amount of it, and that many hazel bushes and oak trees spring up in the woods and coppices as a result of the forgetfulness of these sandy-red sprites of the trees.

Tucked-up In Bed

How different was the active, agile life of these squirrels to that of the dormouse which I afterwards found soundly asleep in his nest in the hedgerow. It was a neat, round nest about the size of a cricket ball and chiefly composed of grasses and shreds of honeysuckle bark. There was no entrance hole so far as I could see, which made me suspect that the owner was at home. Very gently I parted the grasses that constituted the walls of the fragile hammock and there, as I expected, was the dormouse soundly asleep. His tail was wrapped round him and his small, furry, yellowish-buff face tucked in beneath his stomach. He was cold to the touch and so soundly asleep that, even though I stroked him, he made no response whatever.

The dormouse is the most classic example of hibernation to be found among British animals although the hedgehog is a close rival and the bats also sink into a torpor that is very profound and almost death-like. For a number of years hedgehogs had hibernated in the hollow roots of a tall elm that grew by the old rustic bridge, only a few yards from where I discovered the sleeping dormouse, and I wondered, as I wended my way onwards, whether I should be privileged to find that they had again taken up winter residence there.

Winter breezes made various noises as they blew through the leafless branches and confirmed Thomas Hardy's references to the grief

of the firs, the whistling of hollies, the hissing of the ash and the rustling of the beech. Few people may have noticed this, but it is very easy to recognize the different noises in the trees on a winter's day and a great joy.

But there are also other voices to listen to, and as I crossed over the rustic bridge to see if the hedgehogs were in their accustomed places, the magpies were gossiping furiously while wood pigeons cooed overhead. A lovely

Left: In the hedgerows a mother hedgehog with her two prickly babies settles down to sleep for the winter. She will not bat an eyelid for several months. Lucky hedgehog!

Right: all the news from copse and tree-tops. The magpie hastens to tell his friends all that he has learnt on his morning flight

male pheasant was scratching like a barnyard hen among the fallen leaves ; as he cautiously moved away the pallid sun gleamed upon the magnificent burnished hues of his plumage, set off by his white collared neck, and he looked a striking picture of avian beauty.

A rabbit sat at the foot of the old elm, where the hedgehogs usually wintered, performing his daily toilet. Passing his paws behind his ears he pulled them downwards and forwards over his nose to make sure that they were perfectly clean. He had dug himself a burrow there, but I was glad to find that he had not dislodged the hedgehogs, two of which, in separate nests, were sleeping soundly, so soundly that even though I handled and photographed them, they did not even blink an eye-lid.

Unfriendly Chatter

By the time I had reached the brook, the sun told me that it was about mid-day. From the heart of a thicket a noisy jay abused me, and was soon joined by an intensified chatter of the magpies, until their combined voices were the only noise that could be heard in the winter mid-day woodland. Even the sound of the river, as it dreamily wended its way beneath the willows, could not be heard.

A stately swan swam silently upon its current and then, quite suddenly, a kingfisher appeared and took perch on a branch overhanging the brook. In his dazzling blue back, chestnut-red breast and scarlet legs and feet, he presented a picture that was in sharp contrast to the pure whiteness of the swan. There he stood, his head thrust forward, gazing intently into the flowing stream. Suddenly he dived like an arrow into the water and in a few seconds was back on the perch with the fish he had caught. This he swallowed head first.

WALKING THE PLANK TO HIS WINTER NEST

Below : *chill winds do not suit him. Across the hazel twigs runs the dormouse before settling into his winter quarters*

Above : *the long-eared bat faces the winter, with his head upside down ; so good for the circulation, he feels, and not half so cold*

A shy moorhen took cover under the river bank and a greater-spotted woodpecker peeped out from his home in the tree trunk. At that moment a wood pigeon suddenly took flight from a nearby fir tree, and as it did so, disturbed an otter that had evidently been crouching behind a stone boulder. I was just in time to see the animal slip cautiously, yet speedily, into the water without causing the least splash, and glide so easily and smoothly beneath its surface that scarcely a ripple resulted. I had but a fleeting glance of this athletic, stream-lined fisherman, yet it was sufficient to tell that it was indeed he, and that I had viewed an otter abroad in the day-light.

Normally, their activities are confined to the dusk or the darkness, when foxes and badgers creep silently about their countryside tracks, and the owls, like huge moths, sail through the evening air on noiseless wings.

In a later article I will tell you of some of the joys I have experienced when encountering these important personalities of the winter nights.

General Nursing Council for England and Wales

Miss D. M. Smith, O.B.E., vice-chairman, took the chair at the meeting of the General Nursing Council for England and Wales held on December 17. She said members would be glad to know that Miss Cox Davies was a little better ; she had written in reply to the members' good wishes sent after their last meeting.

The meeting adopted the report of the Finance Committee, read by Mr. Buckley, J.P., R.M.N., which included £5,167 2s. 10d. for 200 copies of the Register of Nurses for 1944.

Registration Committee

Miss Pearce gave the report of the Registration Committee which was adopted. The Committee had approved 3,075 successful candidates in the autumn examinations, made up of 2,538 on the general register, and, on the supplementary part of the register, 10 male nurses, 63 mental nurses, 4 nurses for mental defectives, 124 sick children's nurses and 336 fever nurses. Recommendation, 3 : 'That the Council consider the procedure in regard to the admission to the Register of candidates who have satisfied the Examiners but who, in view of information brought to the notice of the Committee, should not in the opinion of the Committee be forthwith admitted to the Register' was discussed *in camera*.

Applications from 341 nurses for inclusion on the Registers were found to be in order—331 by examination and 10 by reciprocity. The names of 85 nurses who had failed to pay their retention fees and wished re-inclusion were approved. The Council approved of the issue of two duplicate certificates and 17 duplicate badges.

Council approved the report of the Education and Examination Committee, given by Miss Dey, O.B.E., R.R.C., with one amendment. The amended recommendations are as follows :—

(i) The provisional approval of Gloucester City General Hospital as a complete training school for general nurses for two years ;

(ii) the provisional approval for two years of the following schemes of affiliation : Manfield Orthopaedic Hospital, Northampton with Northampton General Hospital and with Leicester Royal Infirmary ; Southgate Isolation Hospital with Finchley, Hornsey, Wood Green and Friern Barnet Joint Isolation Hospital ;

(iii) the extension for a further two years of approval of Broadgreen Emergency Hospital, Liverpool, as a complete training school for general nurses and

(iv) the termination, without prejudice to nurses already admitted for training, of approval of the affiliation scheme of Lymington and District Hospital with North West London Hospital.

The Council agreed to approval of the following pre-nursing courses recommended by the Board of Education :—One year whole time course for Part I of the preliminary examination at Lady Eleanor Holles School, Hampton ; Hendon County School ; Preston Manor School ; Finchley County School ; Edmonton Latymer School ; Hornsey High School ; Tottenham High School ; and Tottenham County School. The following schools were provisionally approved for similar courses : Rotherham Municipal High School ; Allerton Girls' High School, Leeds ; Pembroke Dock County School, Pembrokeshire ; Rutherfor College Girls School, Newcastle-on-Tyne, and Ealing County School for Girls.

Other Reports

Miss Smith gave the report of the General Purposes Committee which was approved, and Dr. Macaulay the report and recommendations of the Assistant Nurse Committee. Recommendations from this last Committee were discussed *in camera* ; they included correspondence with the Ministry of Health with regard to amended rules and a panel of salaried inspectors of training schools— a matter which Dr. Macaulay said, was urgent, for the assistant nurse training schools would depend on this panel and the Ministry of Labour had written urging the completion of arrangements for the training of assistant nurses. One disciplinary case deferred at the last meeting of Council was considered in *camera*.

Next Meeting, January 28.

Diploma in Nursing : Results 1943

We congratulate the following candidates who have successfully passed the University of London Diploma in Nursing examination.

General Nursing.—Anderson, I., Aberdeen Royal Inf· Women's Mission Hosp. Ajmer and Royal College of Nursing; •Aston, K. M., Edinburgh Royal Inf. and L.C.C. South Eastern Regional Training School ; Baker, H. A. H., King's College Hosp. and Royal College of Nursing ; Barnes, M. E., London Homoeopathic Hosp. and Battersea Polytechnic ; •Birch, N. M., Whipps Cross Hosp. and Boundary Park General Hosp., Oldham ; •Bowman, M., Hounslow Hosp. and West Hertfordshire Hosp., Hemel Hempstead ; •Clark, P. A., Sheffield Royal Inf., Lincoln County Hosp. and Royal College of Nursing ; †Garland, P., St. Thomas's Hosp. and Royal College of Nursing ; †Hector, W. E., St. Bartholomew's Hosp. ; •Hobbs, J., King's College Hosp., Horton Emergency Hosp., Epsom and Battersea Polytechnic ; •Hopkins, G. H., University College Hosp. ; Howley, N., Oldchurch County Hosp., Romford ; •Hutton, I. M., St. Bartholomew's Hosp., Royal Maternity Hosp., Edinburgh, Charing Cross Hosp. and Battersea Polytechinic ; •Lamb, M. C. N., Royal Inf. Dundee and Southern General Hosp., Glasgow ; Robertson, A. M., Royal Inf. Kilmarnock and Royal Inf. Stirling ; Sayer, A. J., Hackney Hosp., N. Middlesex Co. Hosp., Edmonton ; Battersea Polytechnic ; and private study ; Tune, K. M., City, General Hosp., Sheffield, and Royal College of Nursing ; •Watson, J., Glasgow Royal Inf. and Nottingham General Hosp. ; •White, F. E., Queen's Hosp., Birmingham, Herrison Hosp., Dorchester and private study ; Wilding, A., Liverpool Royal Inf. Coventry and Warwickshire Hosp.

Obstetric and Gynaecological Nursing.—Finney, A. K. S., Bristol General Hosp., Plaistow Maternity Hosp. and Royal College of Nursing.

Mental Nursing.—Besly, M., Guy's Hosp., Dumfries Military Hosp. and private study.

Elementary Economics, Sociology and Hygiene in relation to the duties of Public Health Nurses.—Maguire, R. E., University College Hosp., Ministry of Health Northern Region and private study ; •Marshall, N. M., Lambeth Hosp. and Southwark Health Department.

Hospital Administration.—•Bocock, E. J., St. Thomas' Hosp. and King's College of Household and Social Science.

•*Satisfied the Examiners in Methods of Teaching and Elements of Educational Psychology.*

†*Awarded a Mark of Distinction.*

The following students, having already obtained the Diploma, have now satisfied the examiners in an additional subject. Methods of Teaching and Elements of Educational Psychology :—

Fellows, G. E. M., St. Bartholomew's Hosp., and Hill End Hosp., St. Albans ; Lee, M. A., Victoria Inf. Glasgow and Hawkhead Hosp., Glasgow ; Macdonald, S., Victoria Inf. Glasgow and private study ; McInroy, I. G., Royal Inf. Edinburgh and Royal Inf. Glasgow ; Whitelaw, I., Southlands Hosp., Shoreham St. Mary's Hosp., Portsmouth Battersea Polytechnic and Royal College of Nursing.

Royal College of Nursing News

Membership forms may be obtained from the Secretary, Royal College of Nursing 1a, Henrietta Place, Cavendish Square, W.1. or from local branch secretaries

COLLEGE ELECTION

Proxy forms are intended for College members in THE FOLLOWING COUNTRIES : Africa, North and South America, Australia, China, India, and New Zealand. MEMBERS ABROAD who have time to use the regular voting papers are requested to do so.

As each Council election approaches, letters are received from members in distant parts of the world regretting that there is not time between receiving their voting papers and the date of the election for them to take any active part in electing representatives to the Council. This is a difficulty which, although it cannot be wholly overcome, can be mitigated by the power these members possess of appointing proxies to vote on their behalf. One of the following courses is open to them :—

(1) To appoint a proxy to vote for such candidates as the proxy thinks fit.

This means that the proxy will exercise her judgment on behalf of the absent member and can vote for any of the candidates who are finally nominated.

(2) To limit the above proxy by appointing the proxy to vote in a particular manner.

For instance, the proxy would be instructed in the proxy form appointing her

(*a*) to vote only for such of the retiring members of the Council as submit themselves for re-election, or

(*b*) to vote for certain of such retiring members of the Council and use her discretion with regard to the remainder of the vacancies, or

(*c*) only to vote for certain retiring members of the Council.

Other points of interest are :—

(1) The instrument appointing a proxy (*i.e.*, the form authorizing the deputy to record a vote) is valid only for 12 months, and is, therefore, sufficient for one Council election only. The date of the meeting, which is June 8, must, therefore, be carefully filled in by the member who makes out the proxy form.

(2) A vote given in accordance with the terms of the instrument of proxy shall be valid notwithstanding the death of the member signing the instrument, unless an intimation in writing of the death shall have been received at the office of the Secretary before the meeting.

(3) For a proxy to be valid it must bear the stamp required by law, *i.e.*, an English penny stamp, or a coupon of equivalent value from the local post office.

This year the names of members retiring by rotation and eligible for re-election if nominated are :—*English and Welsh Section.*—Miss I. H. Charley ; Miss E. Cockayne ; Miss O. Griffith ; Miss G. V. Hillyers ; Miss M. F. Hughes ; Miss M. Jones ; Miss B. Monk ; Miss M. Wenden. *Scottish Section.*—Miss C. I. Greig ; Miss F. E. Kaye. *Irish Section.*—Miss M. A. Beaton ; Miss M. Sparkes.

By-law 10 under Article VIII, 20, of the College Charter requires those appointing a proxy to do so on a prescribed form which we reproduce below. Members abroad wishing to take part in the election should copy on a separate sheet of paper the wording below, filling in the blanks as required (if possible appending an English penny stamp), and post to the Secretary, Royal College of Nursing Council Election, 1a, Henrietta Place, Cavendish Square, London, W.1, to be at the office at least 48 hours before the general meeting of members on June 8. At the same time she must notify the deputy mentioned in the proxy form that the authority for her to vote has been sent to headquarters, and ask her to attend at the College to receive her proxy form and to vote exactly in accordance with the instructions laid down by the absent member in the proxy paper.

Every instrument of proxy shall be, as nearly as circumstances will admit, in the form or to the effect following :—

"I..... (*give name in full*), being a member of the Royal College of Nursing .....(*give address as on roll, or, alternatively to the address, give number on the roll of membership of the College*) hereby appoint.....(*give name and address as roll, or, alternatively, to address, give number of member on roll of membership of the College*), or failing her..... (*give name and address or number on roll*) as my proxy to vote for me and on my behalf at the election by ballot of members of the Council of the College, to be held on the.....day of.....1944, and at any adjournment thereof (*and in particular to vote for the following persons if nominated.....).

As witness my hand this.....day of.....1944.

(*Signature*)....."

*Cross out this clause if not required.

We hope College members in the above countries will avail themselves of this power to take part in the Council election by proxy.

Send the instrument or form to the Secretary and notify the deputy, who must, of course, be a member of the Royal College of Nursing.

Education Department

War-time Nursery Course

A war-time nursery course will be held at the Royal College of Nursing from January 31 to February 12, 1944, followed by a week's practical work.

Application for particulars should be addressed to the Director in the Education Department.

Public Health Section

Public Health Section within the Leeds Branch.—On December 8, an at-home was held at the Lovell Street District Nurses' Home by kind invitation of Miss Blundell, lady superintendent. Nurses in all branches of public health work were well represented. Other guests included Mrs. Hamblin, Secretary, Public health Section, at Headquarters, Dr. Irvine, Medical Officer, Shipley, Dr. Taylor, medical officer of health, Rothwell, Dr. Stockwell, senior medical officer, Leeds, Dr. Vaughan Jones, and Dr. Shirras, industrial medicine, medical officer. A very interesting and lively meeting followed the reception, presided over by Miss Flemington, chairman of the Public Health Section, Leeds. Mrs. Hamblin opened the meeting with a resumé on the Rushcliffe Report, and its effect on local authorities and health visitors. This was welcomed by the Branch members. The subjects under discussion were :—combined and specialized work for Health visitors at health centres, interesting contributions were given by Miss Stanforth, Wakefield, and Miss Taylor, Wakefield ; and Dr. Vaughan Jones spoke on the 'Proposed Planning of the Health Centre'. In the discussion that followed it became evident that both the medical officers and the public health nurses thought the time had come when interchange of views on the future of preventive medicine should be encouraged.

Branch Reports

Aberdeen Branch.—The monthly meeting of the Branch, held on December 9 took the form of a social evening. A programme of songs and Scottish country dancing was thoroughly enjoyed by all present.

Brighton and Hove Branch.—The standard of work in the needlework and knitting competition held at 16, The Drive, Hove, on December 11, was so good that the judges found difficulty in deciding which were the prizewinning entries—Miss F. E. Hayes of the Public Health Department was the winner of the special prize for the best entry—the work of which was considered perfect. It has been decided to make the competition an annual event—particulars will be circulated early in the New Year. Members are invited by the Sussex Group of the Association of Hospital Matrons to attend a lecture, being given by Mr. Vandeshaan, of the Ministry of Information, at 3.30 p.m. on Wednesday, January 5, 1944, at the Sussex Eye Hospital, the subject being : "I saw the Invasion of Holland."

Portsmouth Branch.—There will be a general meeting as 3.0 p.m. on Saturday, January 8, 1944, at Saint Mary's Hospital, Milton, when a film will be shown illustrating the technique of 'The Irrigation Envelope Treatment' and certain cases treated by this method. This colour film should be of definite interest and value to the nursing profession, and has been shown at the large hospitals in London and principal provincial hospitals. The Portsmouth Branch at a recent meeting had the pleasure of hearing a lecture by Dr. J. R. B. Hern, on 'Sulphonamides' and also on December 1, a lecture given at St. James's Hospital, Milton, by Dr. T. Beaton on 'Psychological Effects and Treatment in Physica Illness.

Weston-super-Mare Branch.—A very enjoyable afternoon was spent at the General Hospital on December 8, when the members held a bring and buy sale. The amount realized was £32, of which £20 has been sent to St. Dunstan's Funds. Grateful thanks are extended to all the members of the Branch and their friends who so generously contributed and helped to make the afternoon a success.

OBITUARY

We regret to announce the death, after two and a half years of illness, of Mrs. Gertrude Elizabeth Thompson, former matron in Queen Alexandra's Imperial Military Nursing Service and widow of Major R. A. Thompson, R.A.M.C. Mrs. Thompson bore her long illness with great patience and courage.

Salaries Increases (*continued from next column*)

Where the standard working week is increased owing to war conditions overtime will be paid.

Nurses will be allowed 21 days leave a year. If any part of the leave cannot be granted the loss will be compensated for by payment at the ordinary wage rates excluding the war increase. For board, lodging and laundry nurses will be charged by the hospital £1 per week plus half of the war increase.

The new scales, it is stated in the Report, will not result in reducing the salary of any nurse serving at the date of the adoption of these scales.

The new scales of wages and conditions of service laid down in the report will, it is hoped, result in increased recruitment of nurses for mental hospitals and institutions, and will persuade more women to take up mental nursing. Modern methods of treatment are practised in the Scottish mental hospitals and these methods along with research ensure that the work of the mental nurse is interesting and expert.

NURSES' APPEAL FOR NURSES

Nation's Fund for Nurses

Because younger nurses have been so generous, hundreds of old nurses have this Christmas had a little more to eat, a rather warmer fire. But Christmas Day is only one day out of the 365, and there are 364 days in which to be old, cold—and forgotten. Will you, therefore, send a monthly subscription in 1944 to the Fund, and let at least one of your sales be in aid of those who, because they gave so much to the profession, are now impoverished and alone.

Donations for Week Ending December 18

Matron and nursing staff, the General Hospital, Swansea, 15s.; Miss M. Cocking, A.R.R.C., £1 ; Miss K. E. Richmond, £3 ; Miss M. Ayliffe, Christmas, £1 1s. ; War Memorial Hospital, Gosport, £10 ; Mrs. Herington, 10s. 6d. ; Assistant matron and nursing staff, City General Hospital, Sheffield, £5 ; Miss M. Hilton, 5s. ; Miss A. Corrill, £1 ; Miss E. Jarvis (coal), 5s. ; Miss M. L. Martin, 5s. ; Matron and nursing staff, Wirral Joint Hospital, £4 ; Miss J. M. Stoke (coal), £1 ; Anonymous, £1 ; Anonymous, 10s. ; J.M.J., 2. 6d. ; Two Founder Members, 10s. ; Founder Member, Bridgewater, 2s. ; Deaf Nurse, 10s. ; Miss M. A. Ferguson, 10s. ; Miss Nock, £1 ; Miss M. Horn, £5 ; Miss V. Butchers (coal), £1 ; Gloucester and Cheltenham Branch, £3 3s. ; Miss E. Hunter, 7s. ; W.M.F., 5s. ; College Member, 1272 ; 10s. ; Matron and nursing staff, Booth Hall Hospital, £10 10s. ; Q., 5s. ; College Member 7300,1,2s. 6d. ; Miss A. Smith, 5s. ; Miss R. Gameson, 6s. 6d. ; Miss M. E. Menell, £1 1s. ; Matron and nursing staff, Christie Hospital and Holt Radium Institute, £7 ; Sale of tinfoil, £1. 0s. 6d. ; Maidstone and District Branch, £6 ; N.W. Division of the London County Council, School Nursing Staff, Miss Rudd, £1 ; Anonymous, 2s. 6d. ; Miss M. E. Christie, 10s. ; Anonymous, £1 ; Miss Armstrong, 10s. ; Nurse Norworthy, £3 ; Miss Margaret Miller, 2s. 6d. Miss M. Turleville, 10s. ; proceeds of a Raffle, £1 1s. **Total** £77 7s. 0d. **Total to date,** £7,786 19s. 4d.

We are so grateful for many gifts brought to the tree and to the following :— *For Clothing.*—Miss A. Young, and two anonymous donors. *For tinfoil.*—Miss M. A. Ferguson. *For Groceries.*—Miss G. M. Hardy, Miss Anness, College Member 16592, and two anonymous donors. *For Stamps.*—Miss E. Lewington and Miss Desson.

M. H. Henderson, Secretary, Nurses' Appeal Committee, *Nursing Times*, c/o Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

Salary Increases for Nurses in Mental Hospitals

Recommendations of Taylor Sub-Committee

About 3,500 male and female nurses in mental hospitals and institutions in Scotland are affected by recommendations published to-day of a sub-committee of the Taylor Committee. They recommend the operation of standard rates of pay and the general effect of their proposals is that nurses in mental hospitals and institutions will receive an increase of 4s. or 5s. a week over what is commonly paid at present. The recommendations in the report—the third published by the Taylor Committee—represent an agreement reached between the employers and nurses and they will bring rates of pay and conditions of service in Scotland generally into line with those in England. (The Rushcliffe Committee has yet to recommend salaries for mental nurses in England and Wales).

The main effect will be that male nurses are to start at £2 18s. per week—this includes a war-time increase of 8s.—and with ordinary increments, long-service increments, proficiency pay and charge pay can go on to earn a maximum of £4 11s. 6d. per week as charge nurses. Rates of pay for female nurses are 11s. less than males throughout. Nurses on night duty will receive an additional 4s. per week.

Under the new scales nurses in mental institutions will receive a cash payment of £2 10s. on passing the preliminary examination and £5 on passing the final examination.

The sub-committee recommends a standard working week of 48 hours except in the case of Royal Asylums. There in accordance with practice the standard working week for nurses varies between 48 and 54 hours.

(*Continued in previous column*)

FOR EUROPEAN RELIEF (continued from page 954)

ground of the country, be physically strong and mentally sure why they want to go; for they will have to face hardships.

Greece is a comparatively young country. Her people have their own superstitions and their own fixed way of doing things. New movements grow slowly and after years of privation the people will probably be affected. Between the years of 1936 and 1939 a changed attitude towards health was growing up, so that the foundations are there, but we shall have to start again.

The most acute problem will be to feed the people. The International Red Cross has started the distribution of drugs and food, and it provides food for children—and that must be the background upon which post war relief must be based.

*Books on Greece**

The Influence of Greek Culture on Modern Physical Education

Pamphlet published by the Greek Ministry of Information.

The speech made by General D. Botzaris at the Inter-Allied Conference on the 'Wide aspects of Physical Education,' in March, 1942, showing the rhythm of body with mind.

Victors In Chains

By Amyntor. Hutchinson and Company (Publishers), Ltd., 47, Princes Gate, S.W.7 ; price 3s. 6d.

Conditions in Greece, 1942 to 1943, with particular reference to the reactions of the people to Axis rule.

Axis Crimes in Greece

Pamphlet published by the Greek Ministry of Information.

The Greek White Paper, submitted by M. Emmanuel Isonderos, Prime Minister of Greece, at the Inter-Allied Conference at St. James's Palace, in 1942.

A Lesson from the Greeks

By Leland Stowe. The Greek Ministry of Information.

The experiences of an American journalist with the Greek troops ; an extract from his book 'No other Road to Freedom.'

* *These may be obtained on loan from the College Library*

WHAT THE COLLEGE IS DOING (continued from page 955)

The Council awarded grants from the Civilian Nurse Air Raid Victims' Funds to the extent of £120 during the month of November.

Retiring Members of Council

The Secretary reported that the members of Council due to retire in 1944 were: *English and Welsh Section*:—Miss I. H. Charley, Miss E. Cockayne, Miss O. Griffith, Miss G. V. Hillyers, Miss M. F. Hughes, Miss M. Jones, Miss B. Monk, Miss M. Wenden. *Scottish Section*.—Miss F. E. Kaye, Miss C. L. Greig. *Irish Section*.—Miss M. A. Beaton, Miss M. W. Sparkes. These members had given the Council valuable service for many years.

New Members

One hundred and seventy-six new members were enrolled, of whom fifty-six were Scottish, a record monthly figure, and twelve from Northern Ireland: also four hundred and twenty-five new members of the Student Nurses Association, of which two new units had been formed during the month.

Dates of next meeting: January 20, 1944.

Civil Nursing Reserve Members

THE Ministry of Health recently published a new circular, No. 2687, replacing No. 2547, which with a booklet, C.N.R. Memo. 1., was sent to all local emergency organizations. As this booklet contains the conditions and terms of service for the Civil Nursing Reserve, brought up to date, with all the recent alterations in salaries, leave, uniforms, etcetera, the Ministry is anxious that a copy of C.N.R. Memo. 1., should, in future, be issued to all new members, and also to all existing members when they take up fresh employment or change from one employing authority to another. Some of the contents of the booklet has already been announced in circulars, but some of the contents is new.

FILM IN BRIEF

The Demi Paradise (General Release)

WITTY propaganda for England and the English, with Laurence Olivier as a Russian who has a propeller to sell. He becomes converted to English ways, but will other Russians ?

RECORD SYRINGES

	1 c.c.	2 c.c.	5 c.c.	10 c.c.	20 c.c
New Naked Syringes	4/9	5/3	6/3	8/-	9/9
Complete in Case with 2 S.S. Needles ...	6/6	7/6	9/3	11/6	13/3
New Syringe in Exchange for your Broken One	4/6	5/-	5/9	7/6	9/-

Syringes with Eccentric Nozzles plus 1/6

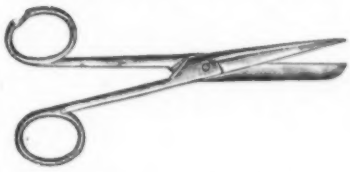
ONE DOZEN LOTS (Assorted) LESS 5%

ALL GLASS SYRINGES (Record Fitting)

	1 c.c.	2 c.c.	5 c.c.	10 c.c
Naked	6/3	7/-	8/6	11/-
Cased with 2 S.S. Needles	8/-	9/3	11/6	14/6

ONE DOZEN LOTS (Assorted) LESS 5%

SCISSORS (Surgical)



Blunt/Blunt. Blunt/Sharp.

Nickel Plated

5" ... 3/- each, plus Purchase Tax 1/-

ONE DOZEN LOTS LESS 5%

FORCEPS (Spencer Wells)

5" Chrome Plated	6/3
5" Stainless Steel	9/3

ONE DOZEN LOTS LESS 5%

BRADLEY & BLISS, LTD.,

Phone—2202 **LONDON STREET, READING.**

SURGICAL INSTRUMENTS AND APPLIANCES

HOSPITAL EQUIPMENT

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE VI

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

FULHAM BOROUGH COUNCIL
BABIES' HOSPITAL—STAFF NURSE

Applications are invited for the permanent position of **Staff Nurse** at the Babies' Hospital. Salary to be at the appropriate point in the Rushcliffe Scale (£100-£5-£140 per annum plus emoluments valued at £90 per annum). Preference will be given to Children's Trained applicants.

Applications, giving particulars of date of birth, education, training, qualifications, nationality and present and past appointments, endorsed "Staff Nurse," must be forwarded to the undersigned not later than 10th January, 1944.

WILFRED TOWNEND,
Town Clerk.
Town Hall, S.W.6 (1497)

CITY OF NORWICH
ISOLATION HOSPITAL

Staff Nurses required. Salary (plus emoluments) if applicants are State Registered nurses (fever trained) £90 per annum rising by annual increments of £5 to £140; and if the applicants are State Registered nurses (general trained) £100 per annum rising by annual increments of £5 to £140; the commencing salary in each instance will be governed by length of service. If applicants are State Registered Nurses (general and fever trained) they will receive an additional sum of £10 per annum. For particulars apply to the Matron, Isolation Hospital, Bowthorpe Road, Norwich, by whom applications for the post must be received as soon as possible. (1491)

NEW SUSSEX HOSPITAL FOR WOMEN, WINDLESHAM ROAD, BRIGHTON
(Affiliated Training School)

Staff Nurse required. Rushcliffe Scale of salary. Uniform provided. Federated Scheme in force. Apply, giving matron's name for reference, to the Matron. (1522)

BOROUGH OF WESTON-SUPER-MARE
DEPARTMENT OF PUBLIC HEALTH
ISOLATION HOSPITAL

Staff Nurse required for Isolation Hospital (non-training school) in pleasant seaside town. Salary and conditions of employment in accordance with the Rushcliffe Scale.

Write for application and particulars form to the Matron, The Isolation Hospital, Drove Road, Weston-super-Mare. (1516)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

CONNAUGHT HOSPITAL
ORFORD ROAD, WALTHAMSTOW
LONDON, E.17 (118 BEDS)
(Recognised Training School)

Resident Sister-Tutor. There are vacancies for well-educated **Probationers.** Four years' training inclusive of trial period. Salary according to Rushcliffe scale. Uniform provided. Day off weekly. Federated Superannuation Scheme in force.

Apply for forms and particulars to the Matron. (292)

ROYAL BERKSHIRE HOSPITAL, READING
TRAINING SCHOOL FOR NURSES

There are Vacancies for **Probationer** Nurses for increase of Staff. A good standard of education is required. Age 18-30 for three years' training. Candidates are also received between 17 and 18 years of age for one year's preliminary training at the Branch Hospital. Rushcliffe scale of salaries. For particulars apply to Matron. (275)

SHEFFIELD CITY GENERAL HOSPITAL

Student Nurses accepted for training, age 18-30 years. A good standard of education is necessary. Opportunity for full training in midwifery after State-registration. Rushcliffe scales of salary and conditions of service. Enquiries and applications to Matron. (1219)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

BROMPTON HOSPITAL, S.W.3

Trained Nurses wishing to gain additional experience with Certificate are invited to write to the Matron, for particulars of one year's training in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases.

Assistant Nurses required. If holding Certificate of Tuberculosis Association salary £85 according to experience since qualification

Salaries and conditions in accordance with the Rushcliffe Report. Minimum salary if S.R.N. £110. Federated Superannuation Scheme in force.

Apply Matron, Brompton Hospital, London, S.W.3. (156)

LORD MAYOR TRELOAR CRIPPLES' HOSPITAL
ALTON, HANTS
(400 Beds)

Affiliated with The Westminster Hospital, The Hospital for Sick Children, Great Ormond Street, and the Royal Hampshire County Hospital Winchester.

There are early vacancies for **Student Nurses.** Candidates are received at the age of seventeen, and must have good health and be well educated. Salary in accordance with the Rushcliffe Report. Federated Superannuation Scheme in force after first year.

Candidates are prepared for the Preliminary State Examination, and for the Orthopaedic Examination of the Central Council for the Care of Cripples.

Student Nurses may compete for the Dame Annie Treloar Scholarship value £25.

Send stamped addressed envelope to the Matron for application form. (1111)

KENT COUNTY MENTAL, HOSPITAL, MAIDSTONE
CAREER FOR GIRLS
in a Pensionable Reserved Occupation

Vacancies exist for well-educated girls for training in the Nursing of Mental and Nervous Disorders. No previous experience necessary, and candidates are prepared for examinations of the General Nursing Council by resident medical officers and a Sister Tutor.

The commencing salary is £2 8s. 6d. per week, rising to £2 16s. 3d. per week at the commencement of the second year, and thereafter on qualification to £4 per week. These salaries include a war addition of at present 7/- per week. The maximum deductions made for board, lodging and laundry is at present £1 3s. 6d. per week.

Reasonable travelling expenses refunded after four months' satisfactory service.

Temporary posts are also available at

All probationers on obtaining the necessary qualifications are eligible for higher posts at salaries between £165 and £355 per annum, with full residential emolu-

For further particulars and application form, apply Matron.

By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagements) Orders, 1943. (513)

ST. MARY'S HOSPITAL, PADDINGTON, W.2.

Applications are invited for position of **Student Nurse.** Preliminary Training School eight weeks. Salary and conditions as Rushcliffe Scheme recommendations. Please apply to Matron who will be pleased to interview parents with girls of School leaving age interested in the Nursing Profession. (1094)

THE BOLTON ROYAL INFIRMARY
TRAINING SCHOOL FOR NURSES
APPROVED BY THE GENERAL NURSING COUNCIL. (245 Beds)

Probationer Nurses required, age 18-30 years. Salary £40, £45, 50 p.a., with uniform. Apply for full particulars to Matron. (1334)

HUDDERSFIELD ROYAL INFIRMARY

There are vacancies for women of good education as **Student Nurses** at the Preliminary Training School. They will be coached throughout by a Resident Sister Tutor. Ward work is undertaken after a three months' course in the school and the training lasts for three years. Salary: 1st year, £40; 2nd year, £45; 3rd year, £50, plus board, residence, uniform and laundry. Federated Superannuation Scheme in force. Nurses who have passed the Final State Examination in Children's Fever Nursing may also apply for two years' general training. Enquiries to be addressed to the Matron. (1146)

CITY SANATORIA, BIRMINGHAM
AFFILIATED WITH DUDLEY ROAD HOSPITAL
PROBATIONER NURSES

Four years' training, Rushcliffe salary and conditions of service. Apply to Miss Davies, Matron, City Sanatorium, Yardley Green Road, Birmingham. (1243)

COUNTY BOROUGH OF WEST HAM
PROBATIONER NURSES

By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943, applications are invited from women between 17½ and 30 years of age with a good general education to train as **Nurses** at WHIPPS CROSS HOSPITAL, WHIPPS CROSS ROAD, LEYTONSTONE, E.11. A new Nurses' Home containing separate bedrooms, has recently been erected.

A Preliminary Training School is attached to the Hospital where intending Nurses receive training in elementary nursing and theoretical teaching before entering the wards.

Salary for four years: £40, £45, £50, and £60 per annum, with board, lodging, laundry and indoor uniform.

The Hospital which is conveniently situated, is recognised by the General Nursing Council as a Training School for Nurses. Lectures are given by the Medical Staff and Sister Tutors. A limited number of Nurses on completion of their training are afforded facilities for qualifying for the certificate of the Central Midwives Board.

Applications to be made to the Matron of the Hospital.

Social Service Offices,
Union Road, Leytonstone, E.11.
3rd December, 1943. (1300)

THE BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITION CENTRE
Preliminary Training Course

There are vacancies in the above-named Hospital for **Student Nurses.** Two years' course. The syllabus includes all subjects required for the preliminary State Examination. Lectures will be given by the Medical Officers and Lectures and Demonstrations by the Sister Tutor and Ward Sisters. After passing the preliminary State Examination, students will move on to affiliated schools for completion of training. Salary: 1st year, £40 with uniform; 2nd year, £45 with uniform.

For particulars apply to the Matron. The Birmingham Accident Hospital and Rehabilitation Centre, Birmingham, 15. (1402)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts, or (c) has a Ministry of Labour permit to allow her to obtain employment by industrial effort.

CITY OF BIRMINGHAM
PUBLIC HEALTH DEPARTMENT
HOSPITALS SECTION
PROBATIONER NURSES
General Hospitals

Dudley Road Hospital, Birmingham 18, and *Selly Oak Hospital, Birmingham* 29.
Complete General Training Schools. Three years' training (excluding trial period). Salary £40, £45 and £50 p.a. for first, second and third year respectively. Candidates taken at 17½ years of age.

Infectious Diseases Hospital, Little Bromwich Hospital, Birmingham 9.
Fever Training School. Two years' training. Affiliated with the General Hospitals for shortened General training. Salary £40 and £45 p.a. Candidates taken at 17 years of age. (656)

THE GENERAL INFIRMARY AT LEEDS
(825 Beds)
APPROVED TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses** for increase of staff. A good standard of education is required. Nurses on Supplementary Children or Fever Register accepted as second year nurses for three years' training. Salary according to the Rushcliffe scale. Age 18 to 35 years. Applications should be made to the Matron, who will be pleased to interview parents of girls of school-leaving age interested in the nursing profession. (429)

COUNTY BOROUGH OF ST. HELENS
PEASLEY CROSS ISOLATION HOSPITAL
(Approved by the General Nursing Council as a Training School for Fever Nursing)

Student Nurses required for the above Hospital. The training is for two years. Salary, emoluments, and Conditions of Service in accordance with the Rushcliffe recommendations, i.e., salary £40 first year, £45 second year.

Apply, giving full particulars, to Matron, Peasley Cross Isolation Hospital, St. Helens. (1458)

COUNTY BOROUGH OF CROYDON
MAYDAY HOSPITAL, THORNTON HEATH

Student Nurses. Salary and conditions in accordance with Rushcliffe recommendations. For full particulars apply to Matron. (1461)

THE BUCHANAN HOSPITAL
ST. LEONARDS-ON-SEA
(Approved Training School)

Student Nurses required. Salary and conditions of service in accordance with the Rushcliffe scale. Apply to Matron. (110/25)

COUNTY BOROUGH OF ST. HELENS
ECCLESTON HALL SANATORIUM
(Recognised Training Centre for the purposes of the T.A. Certificate)

Student Nurses required for the above Tuberculosis Sanatorium. The training is for two years. Salary, emoluments and conditions of service in accordance with the Rushcliffe recommendations, i.e., salary £40 first year, £50 second year.

Applications to be sent to the Matron, Eccleston Hall Sanatorium, St. Helens. (1459)

THE WARNEFORD HOSPITAL FOR NERVOUS AND MENTAL DISORDERS, OXFORD

Probationer Nurses required at the above training school. Commencing salary £50 p.a., with usual emoluments. Sister-Tutor, modern nurses' home, social facilities. Apply to Matron. (1489)

ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN
WATERLOO ROAD, S.E.1.
(Recognised Training School)

Applications are invited from well educated girls for 3½ years' training as **Nurses.** Minimum age 17 years. Preliminary training school in existence. Part of the period of training will be spent at the Sector Hospital, Chertsey. Salary £40, £45, £50 and £60. Uniform provided. Holiday and sick allowances given. Forms of application may be obtained from the Matron. (1485)

MUNICIPAL GENERAL HOSPITAL, BURNLEY, LANCS.

Probationer Nurses required. The Hospital comes within the Emergency Hospital Scheme and is approved for the examination of the General Nursing Council. Instruction is given by the Consulting Medical Staff and Resident Sister-Tutor. 250 beds. A good standard of education is required. Age 18-28 years. Salary first year £40, second year £45, third year £50, with full board and indoor uniform.

Apply for forms and particulars to the Matron. (1521)

STOKE PARK COLONY, STAPLETON, BRISTOL
and its Ancillary Institutions
LEIGH COURT, ABBOTS LEIGH, BRISTOL and HANHAM HALL, HANHAM, BRISTOL

Men and women wanted for employment as **Nurses** (day and night) at these Institutions for mental defectives. Nurses are trained for the State Register and the R.M.P.A. as the Hospital is a recognised training school. Wages are fixed by the National Wage Scales in operation, plus war bonus, with 21 days' annual holiday. Deductions at moderate rates for board, lodging and laundry—uniform provided. This is a reserved occupation.

Application forms and further particulars from the Head Matron, Stoke Park Colony, Stapleton, Bristol. (1528)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943.

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

Applications are invited for the appointment of **Student Nurses** at the following hospitals and Sanatoria:—

WHITE ROSE COUNTY HOSPITAL, WAKEFIELD

An approved General Training School. Salary, £40 x £5-£50; x £10-60.

MIDDLETON SANATORIUM, NR. ILKLEY

SCOTTON BANKS SANATORIUM, KNARESBOROUGH

Training provided for the Certificate of the Tuberculosis Association. Salary, £45 first year; £50 second year.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee.

Forms of application may be obtained from the Matron of each hospital.

County Hall, Wakefield. BERNARD KENYON, Clerk of the County Council.

December, 1943. (1480)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS

Applications are invited to the post of **Student Nurse** at this Sanatorium. Training is for two years. Salary first year £45, second year £50. Modern nurses' home and classroom. Facilities for taking T.A. Certificate. Uniform provided. Rushcliffe and Superannuation Scheme in force. Apply for application form to Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (1525)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts, or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort

BROMPTON HOSPITAL, S.W.3

Student Nurses required to train for the Certificate of the Tuberculosis Association, 2 year course, salary: 1st year £45, 2nd year £50 with usual residential emoluments as recommended by the Rushcliffe Committee.

Apply Matron, Brompton Hospital, London, S.W.3. (158)

NEW SUSSEX HOSPITAL FOR WOMEN, WINDLESHAM ROAD, BRIGHTON

(Affiliated Training School)

Student Nurse required; minimum age 17 years. Preliminary Training School. Apply Matron. (1377)

BOROUGH OF WESTON-SUPER-MARE

DEPARTMENT OF PUBLIC HEALTH

ISOLATION HOSPITAL

Probationers required for Isolation Hospital (non-training school) in pleasant seaside town. Salary and conditions of employment in accordance with the Rushcliffe Scale, i.e., £55 per annum and full board, lodging and laundry.

Write for application and particulars form to the Matron, The Isolation Hospital, Grove Road, Weston-super-Mare. (1517)

NURSES WANTED

20 words 5/- and 1/- for every additional 4 or part of 4 words

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

Assistant Nurse (resident) required at Windermere Road Institution, Kendal, Westmoreland. The Rushcliffe Scale of salary and conditions of service will apply to the appointment, plus board, quarters, uniform and laundry. Apply, stating age and experience, to the Public Assistance Officer, County Hall, Kendal. (1511)

District Nurse Midwife required. Motorist Salary according to Rushcliffe Scale. Apply County Superintendent, 15, Guest Road, Cambridge. Must be over 41 years. (1466)

District Nurse Midwife for single district near Derby. Partly furnished modern bungalow available. Cyclist essential. Salary £200 inclusive. F.S.S. Apply Superintendent, County Nursing Association, 10 Irongate, Derby. (1410)

Nurse required with C.M.B. Certificate. Salary £100. Day off weekly. Apply Matron, Nursing Home, 2, Queen's Avenue, Muswell Hill, N.10. (1456)

Queen's. S.R.N's. to qualify for Roll. General Nursing. Cyclists. Uniform provided. F.S.S, Holiday Allowance. Day off weekly. Modern Home. Apply Superintendent, Watford District Nursing Association, 18, Alexandra Road, Watford, Herts. (1038)

Queen's Nurse wanted for single district near Manchester. General work only. Salary to scale. F.S.S. Apply Superintendent, County Nursing Association, 10 Irongate, Derby. (1109)

Queen's.—Two S.R.N.s required wishing to qualify for the Queen's Roll. New Scale of salary paid. Cyclists. F.S.S. Apply Matron, 25, Erleigh Road, Reading. (1345)

S.R. Nurses required for Surgical Nursing Home (permit preferred). Uniform supplied. Apply with references, Sister, 31, Brunswick Road, Hove. (1272)

S.R.N. or S.R.C.N. required as **Second-in-command** at Home for 30 babies in Yorkshire. Permanent position. Minimum salary £100 per annum, with full board, residence and laundry, plus uniform and holiday allowances, and employer's share of superannuation. Member Church of England. Write fully, stating age, experience with babies, present salary, etc., to Secretary, Waifs and Strays Society, Joel Street, Pinner, Middlesex. (1484)

State Registered Nurse required for large works in North Lincolnshire. Age over 40 unless the necessary permission to apply has been granted. Salary, including cost of living bonus at present in force, £273 per annum. Write, in the first instance, giving particulars of career, etc., and copies of two recent testimonials, to Box No. 1527, the "Nursing Times," St. Martin's Street, London, W.C.2. (1527)

Two **State Registered Nurses** required immediately for night and day duties in an Admiralty Establishment situated in South-West Scotland. Salary, £215 p.a., plus £40 9s. war bonus, plus £10 if holding Industrial Nursing Certificate. Full particulars to Box 333, Robertson and Scott, Edinburgh. (1539)

NURSES WANTED

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

Queen's. State-registered Nurses required to qualify for the Queen's Roll. F.S.S. and holiday allowance. Apply, Superintendent, Essex County Nurses Training Home, Beachcroft Road, Leytonstone, E.11 (11)

Queen's. Vacancies in January for fully trained Nurses as **Candidates.** Rushcliffe salary when published. Uniform, Holiday allowances. F.S.S.N. Apply: Superintendent, 11 Elm Grove Road, Exeter. (1203)

Queen's Nurse required for Pre-School clinic. Also State-registered nurse to qualify for roll. (Cyclist preferred). Rushcliffe scale salary and F.S.S. in both cases. Apply Superintendent, Kensington District Nursing Association, 1 Bedford Gardens, W.8. (1376)

State-registered **Nurses** required for general district nursing. Cyclists. Small comfortable home. Salary £110 p.a. Apply Superintendent, 17 Chepstow Road, Croydon. (215)

QUEEN'S NURSES WANTED

Barrow-in-Furness. Superintendent (staff 5). General work. Salary according to experience.

Newport, Mon. Experienced nurse as Senior under Superintendent. General work. (Training Home for Queen's Candidates). Rushcliffe Scale salary. Home.

Barrow-in-Furness. Senior under Superintendent, also two for Staff. General nursing. Cyclists. Home.

Baisham, Cambs. Single district. Combined duties. Motorist. Salary according to experience. Rooms.

Beccles, Suffolk. Two required (Jan., 1944), three employed. Cyclists. Combined duties. Home.

Cambridge. Midwife for staff. Cyclist. Salary according to experience.

Chatham, Kent. One for staff. General work. Home.

Culcheth. Single district, Nr. Warrington. General nursing and midwifery. Furnished rooms. Car provided. Rushcliffe Scale salary.

Greater Ealing. Progressive Nurse for new industrial area, interesting work. Cyclist. Rushcliffe Scale salary. Live in Home.

Hammersmith, S.W. Two for staff. General nursing. Rushcliffe Scale Salary. F.S.S.

Holmer, Herefordshire. One required. Generalised work. Motorist. Rushcliffe Scale salary. Own living arrangements, furnished rooms with attendance available.

Leeds (Hunslet) Middleton Branch Home. Two employed, one required. General nursing. Share furnished home.

Leyland. Double district Nr. Preston. General nursing. Home provided. Cyclist. Rushcliffe Scale salary.

Little Sutton, Cheshire. Single district. General work. Cyclist. Scale salary. Rooms.

Plymouth. Experienced Nurse as Assistant Superintendent. Part 2 training. Home. Candidates trained for Queen's Roll.

(continued in next column)

West Hoathly, Nr. East Grinstead. Single district. Combined duties. Motorist essential. Board and lodging.

Wellington, Shropshire. Double district, two required. Midwifery and general nursing. Furnished house. Rushcliffe Scale salary.

Worth (Three Bridges area), Sussex. Three employed, one required. Combined duties. Own living arrangements (board and lodging). Motorist essential.

Apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1. (1538)

MALE NURSES

MIDDLESEX COUNTY COUNCIL

Applications are invited for appointments at the following hospitals. Application forms and full particulars can be obtained from the Matron of the Hospital at which appointment is desired. All appointments are non-resident, unestablished and subject to medical examination. Candidates must be over military age or ineligible for military service on medical grounds.

MALE NURSES (General)

Salary £3 10s. per week. Annual increments not exceeding 2s. 6d. weekly up to a maximum of £4 per week may be considered. Additional cost of living bonus.

Required at :

Central Middlesex County Hospital, Park Royal, N.W.10.—S.R.N. (general) required.

Hillingdon County Hospital, near Uxbridge, Mx.—S.R.N. (general) or R.A.M.C. certificate as fully trained nurse required.

West Middlesex County Hospital, Isleworth, Mx.—One of following qualifications required: S.R.N. (general or mental), R.M.P.A. certificate, R.A.M.C. Certificate as fully trained nurse.

ASSISTANT MALE MENTAL NURSE

Salary £3 p.w.; annual increments not exceeding 2s. 6d. weekly up to maximum of £3 15s. p.wk. may be considered. Required at :—

North Middlesex County Hospital, Edmonton, N.18.—Experience in mental and chronic nursing essential.

MALE NURSES (resident) required at **Middlesex Colony, Harper Lane, Shenley, nr. St. Albans, Herts.,** an Institution certified for the reception of mental defectives. Commencing wage £2 10s. p.w. rising by one increment of 7s. 6d. and five of 2s. to 67s. 6d. p.w.; for Preliminary Cert. of the Royal Medico-Psychological Assoc. 3s. additional and 6s. for final cert. plus appropriate bonus. Board, lodging, laundry 20s. p.w. plus any additions arising out of extra cost of living consequent upon present war. Three or more years service qualifies for appropriate increment and proficiency pay. Application forms obtainable from Medical Superintendent "D" of Colony. C. W. RADCLIFFE, Middlesex Guildhall. Clerk of the County Council. Westminster S.W.1 (1506)

KENT COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT

COUNTY HOSPITAL, DARTFORD

Charge Male Mental Nurse required. Salary, non-resident, £188 10s.—£6 10s.—£201 10s. plus war addition. Application forms from Public Assistance Officer, County Hall, Maidstone. (1541)

PLEASE MENTION "NURSING TIMES" WHEN ANSWERING ITS ADVERTISEMENTS

ENEMAS Demand continues for the "Perfex" and "Satinetta." Recommended by Doctors and Nurses.

BREAST RELIEVERS Ingram's "Omega" remains consistently popular. A sturdy job, designed in collaboration with Medical authorities.

AIR CUSHIONS The "Atalanta" is strongly built, to stand up to years of hard wear. Specially made seams — no leakage possible.

BRITISH MADE.

J. G. INGRAM & SON, LTD.

The London India Rubber Works, HACKNEY WICK, E.9

FREE TO NURSES 'ASPRO'

Cut out this advertisement, pin your name and address to it, post to us and we will send you a double sample of 'ASPRO' Tablets free. You can then prove how pain alleviating 'ASPRO' is, how it brings sleep to the sleepless, stops colds and 'flu, relieves rheumatism in one night and banishes nerve pains, neuralgia, toothache, headaches, etc., in a few minutes.

'ASPRO' DOES NOT HARM THE HEART OR STOMACH

Made in England by ASPRO LTD., SLOUGH, Bucks.

If you have received one packet of 'ASPRO' free do not write for another. N.T

ASPRO

MIDWIFERY

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

STOKE-ON-TRENT CORPORATION

Pupil Midwives (S.R.N.) urgently required for Part I training at the London Road Hospital, Stoke-on-Trent; to commence between 1st January and 1st February, 1944. Salary upon Rushcliffe scale and conditions. Forms of application from the Matron at the Hospital.

E. B. SHARPLEY, Town Clerk. (1131)

CITY OF LONDON MATERNITY HOSPITAL.
CITY ROAD, E.C.1.
MIDWIFERY TRAINING SCHOOL

Pupils accepted for Part I Midwifery Training. Sister Tutor on staff. Special reduction of fees under Ministry of Health Scheme. Facilities in certain cases for Free Training, with pocket-money allowance. Post-graduate training (including Analgesic Courses) for Practising Midwives. Facilities for Midwives anxious to obtain the Teacher's Certificate. Apply Matron. (3)

SHEFFIELD CITY GENERAL HOSPITAL
SCHOOL OF MIDWIFERY (100 Beds)

Pupils accepted for training in Part I. Facilities for complete training and qualification are available. Applicants should be State-registered Nurses. Rushcliffe scale of salary and conditions of service. Apply to Matron. (1218)

HULL MUNICIPAL MATERNITY HOME
(EVACUATED TO GAINSBOROUGH)
VACANCIES FOR PUPILS

Approved as Midwifery Training School under C.M.B. Rules (new Section B), Part I, and associated with Hull Municipal Maternity Home District Midwifery Service in respect of Part II training. Grants are available under the Ministry of Health Scheme for candidates taking Health Visitors' training or for nurses desirous of practising midwifery. Free training with £50 salary in certain cases. For complete details, apply Matron. (283)

MIDWIFERY TRAINING
(FOR TRAINED NURSES)
ROYAL NORTHERN HOSPITAL, LONDON, N.7

Approved as a Midwifery Training School (jointly with Guy's Hospital) by the Central Midwives Board for the **First period of training.** For prospectus, salary payable with service and vacancies apply, sending a stamped addressed envelope, to the Matron, Royal Northern Hospital, Holloway, N.7. (110/18)

SAINT MARY'S HOSPITAL
WHITWORTH PARK, MANCHESTER, 13
MIDWIFERY TRAINING SCHOOL

Pupils prepared for the Part I Examination of the Central Midwives Board.

State-registered nurses and non State-registered pupils accepted.

Rushcliffe Scale of salaries.

Courses commence for State-registered nurses on March 1st, April 1st, June 1st, July 1st, September 1st, October 1st, December 1st, January 1st.

Vacancies occur for non-State-registered applicants on 1st July, 1944. (110/26)

GENERAL LYING-IN HOSPITAL
Emergency address:
DIOCESAN HOUSE, VERULAM ROAD,
ST. ALBANS, HERTS.
MIDWIFERY TRAINING SCHOOL

Approved for Part I Training under the Rules of the Central Midwives Board, and associated with four approved Institutions

(continued in next column)

for Part II, from which pupils can make their choice. Vacancies for 30 pupils only for period ending 13th April, 1944. Rushcliffe Scale of salaries and emoluments in force. Only applicants who have not yet commenced or completed a Course of Midwifery can be considered. Full particulars, apply Matron. (110/11)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts, or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

BANK HALL MATERNITY HOSPITAL, BURNLEY
TRAINING IN MIDWIFERY

Immediate vacancies for **Pupil Midwives.** Also vacancies for the end of January, April and July 1944. The Hospital is approved for the first period of training under the Central Midwives' Board New Rules, with arrangements for second period of training in Sharoe Green Hospital, Preston. State Registered Nurses only accepted. Present salary £65 per annum. Full board and laundry provided. Apply Matron. (1239)

CITY OF NORWICH MATERNITY HOME

Vacancies available on 1st March, 1944, for intending **Midwives** wishing to take Part II training. For particulars apply the Matron, City of Norwich Maternity Home, Earlham Hall, Norwich. (1490)

MASSAGE

GUY'S HOSPITAL, S.E.
SCHOOL OF MASSAGE AND MEDICAL GYMNASTICS
SCHOOL OF LIGHT AND ELECTROTHERAPY
SCHOOL OF RADIOGRAPHY AND RADIO-THERAPY

The School of Massage and Medical Gymnastics has been transferred for the time being to 7, Lucerne Road, Orpington, Kent. Every facility for a full training is offered both to students entering for the C.S.M.G.M. examinations and to pupil teachers. Practical work is carried out at Guy's Hospital and at the County Hospital, Farnborough, and the Orpington War Hospital.

For full particulars, ap ly to the Matron Guy's Hospital, London Bridge, S.E.1, where applicants can be seen without appointment on any Tuesday or Thursday between 11 and 12 o'clock. (110/7)

SITUATIONS VACANT

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

CONNAUGHT HOSPITAL
ORFORD ROAD, WALTHAMSTOW, LONDON, E.17

Required immediately, good **Kitchenmaids** and **Wardmaids.** Apply, by letter or personally, to Matron. (320)

Non-Res. **Ward Maids** required by MIDDLESEX COUNTY COUNCIL. Salary 30s. p.w. plus cost of living bonus up to 10s. 2d. p.w. according to age. Meals on duty uniform and laundry. Unestablished staff. Written or personal application (any morning between 10 a.m. and 12 noon to Matron "D," Clare Hall, County Sanatorium, South Mimms, Mddx. (Women between 18/41 yrs. apply Local Labour Exchange). (1420)

Res. and Non-Res. **MAIDS** (for day and night work) required urgently by MIDDLESEX COUNTY COUNCIL. Commencing salary according to age and experience; if res., from £30 to £60 p.a., with board, lodging, laundry and uniform provided; if non-res., from 22/- to 30/- p.w., uniform, laundry and meals on duty provided, plus war bonus. Established and pensionable staff; subject to medical examination. Also unestablished vacancies. Application forms obtaintable from Matron "D", Harefield County Sanatorium and Hospital, Harefield, Middx. (Women between 18-41 years apply Local Labour Exchange.) (1291)

Res. or Non-Res. **Assistant Cook** required by MIDDLESEX COUNTY COUNCIL, immediately. Experience in large kitchen essential. Cooking certificate an advantage. Salary Res. £90 by £5 to £100 p.a. with full residential emoluments. Non-res. £2 17s. 6d. by 2s. 6d. to £3 2s. 6d. p.w. Meals on duty, uniform and laundry plu war bonus Established and pensionable staff, subject to medical exam. Written or personal application to Matron "D,' Clare Hall, Sanatorium, South Mimms. Middlesex, any morning between 10 a.m. and 12 noon (applicants between 18/41 yrs. inclusive apply Local Labour Exchange) (1423)

Non-res. **Assistant Cook** required by MIDDLESEX COUNTY COUNCIL. Must be experienced in cooking for large numbers and in use of modern kitchen equipment. Wage £2 17s. 6d. by 2s. 6d. to £3 2s. 6d. p.w. plus war bonus. Indoor uniform, laundry and meals on duty. Established and pensionable staff, subject to medical examinatiton. 48 hr. wk. at prsent. Application forms obtainable from Matron "D," CENTRAL MIDDLESEX COUNTY HOSPITAL Park Royal, N.W.10 (Women between 18/41 apply Local Labour Exchange.) (1422)

MAIDENHEAD HOSPITAL

Lady Cook required, approximate numbers 100. Esse cookers. Institutional experience desirable. Salary according to experience and qualifications. Uniform provided. Apply with full particulars to Matron. (1417)

NATIONAL HOSPITAL, QUEEN SQUARE, BLOOMSBURY, LONDON, W.C.1

Maid required for two resident doctors. Salary £80 a year with uniform. Apply to the Matron. (1483)

Superior Woman, with knowledge of nursing required, look after old lady and do some domestic work. Excellent maid kept. Apply Mrs. Coventon, The Chantry, Aylesbury. (1492)

HOLIDAY AND RESIDENTIAL

Roughlea, Private Hotel, Empress Drive, Blackpool, North. 'phone 51562. Tariff, Miss Myerscough, Founder Member of the Royal College of Nursing. (170)

Goodwill Holiday Parties Centre. Open throughout winter in attractive private house. Stamp. Miss Brandreth and Miss Oldmeadow, Kelbarrow, Grasmere. (398)

Rest Homes for Practising Nurses and Probationers. Sidmouth (2 gns. weekly) and Haslemere (£1 weekly).—Apply Secretary, Edith Cavell Homes, 21 Cavendish Square, London, W.1. (673)

FOR SALE, Etc.

W. Country Health Resort. Old estab. **Nursing Home** for sale. Owner retiring. Det. property; quiet situation facing South;

(continued in next column)

good garden; good class connection; accommodation; for 20 patients, operating theatre; excellently equipped throughout. About £6,000 ingoing reqd. for purchase of freehold property, equipment and goodwill. Box No. 1488, the "Nursing Times," 8a, Martin's Street, London, W.C.2. (1488)

Scouring Cloths. Strong, durable quality, size about 22in. x 21in. Six for 10/-. Postage 7d. extra. Send 2½d. stamp for Complete Bargain List. G. & R. Hutton & Co., Ltd., 355 Main Street, Larne, Ulster, N. Ireland. (1493)

TOO LATE FOR CLASSIFICATION

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts, or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort

WEYMOUTH AND DISTRICT HOSPITAL
WEYMOUTH, DORSET

Masseuse, non-resident, whole-time, required for Massage and Physiotherapeutic Department. Must hold C.S.M.M.G. certificates and have had recent hospital experience. Salary according to B.H.A. Scale. F.S.S. in force. Apply, with full details, to the Matron. (1551)

THE PRINCESS ELIZABETH ORTHOPAEDIC HOSPITAL EXETER

Night Sister required, S.R.N. Orthopaedic experience essential. Salary according to Rushcliffe Scale. Uniform provided. Apply, with matron's name for reference. (1552)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

CITY OF PORTSMOUTH
DOMICILIARY SERVICE OF MIDWIVES

Applications are invited for three appointments of **District Midwives** at the following scales of salaries which are in accordance with the Report of the Midwives Salaries Committee.

District Midwives who are State Registered Nurses, £270 to £360 per annum by increments of £10;

District Midwives who are not State Registered Nurses, £250 to £350 per annum, by increments of £10;

the first increment in both cases not becoming payable until the 1st April, 1945.

Travelling expenses will be paid in addition to the salary, and the following emoluments provided: professional equipment and stationery, medical supplies, uniform, professional laundry and the use of a telephone.

The successful applicants may be required to give their services to Portsmouth mothers who are evacuated to the Ministry of Health's Emergency Maternity Homes.

The appointments will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Forms of application and conditions of appointment may be obtained from, and must be returned to the Medical Officer of Health, Northern Secondary School, Mayfield Road, Portsmouth, not later than Saturday, 8th January, 1944.

Canvassing will be a disqualification.

Municipal Offices, FREDERICK SPARKS.
Royal Beach Hotel, Southsea.
16th December, 1943. (1553)

NEW ! JUST ISSUED ! !

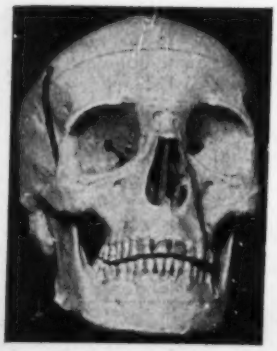
"NEW - WORLD SERIES"
of
HYGIENE & SANITATION CHARTS

Drawn and Designed by Messrs. CHAS. L. LANGSHAW and R. V. LINDSLEY, P.A.S.I., M.R.San.I., A.M.I.D.E., M.R.I.P.H.H.

The first Chart of this fine series is now ready

Ref. NWS/1. "PLUMBING AND SANITARY FITTINGS"

On cloth, with plain rollers Size 53" x 32" Price **25/-** Postage **1/-** extra



ADAM, ROUILLY & CO. Human Osteology, Anatomy, etc.
18 FITZROY STREET, FITZROY SQUARE, LONDON, W.1
TELEPHONE . . . . MUSEUM 2703

Every wise woman knows that only the best is good enough!

SENTINEL

Regd. Trade Mark

HYGIENIC TOWELS

"ALL WOOL" No. 1. Green Band
No. 2. Blue Band . No. 4. Maternity

From all Chemists, Drapers and Stores

SPLENDOR, LIMITED, NOTTINGHAM

Baby and Sanitary Wear Manufacturers

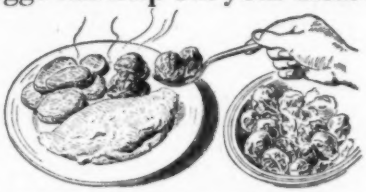
LADIES! Propax Tablets relieve pain, discomfort, headaches almost instantly. At all chemists and stores, 6½d., 1/5, 2/6

*

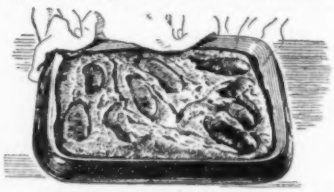
So Soft . . . .
So Safe . . .
So Secure .

Meat-Savers!

How eggs can help out your meat ration



2½ minutes makes this delicious omelette! Allow 3 or 4 reconstituted eggs for two people. Season, beat well and cook quickly in smoking hot fat. Serve with potatoes and greens. Eggs are a protein food like meat, and dried eggs have the same food value as shell eggs.



Make this batter: Mix 1 dried egg (dry), 4 oz. flour, salt, ½ pint mixed milk and water. Add sufficient liquid to make a stiff batter, beat well, then add rest of liquid. Use with sausages or meat left-overs. Cook in brisk oven about 30 minutes.

Don't mix dried eggs with water till you are ready to use them.

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